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NATIONAL EDUCATION ASSOCIATION

RESEARCH BULLETIN

VOL. XXXI • No. 2 APRIL • 1953

Salaries and Salary Schedules of Urban School Employees, 1952-53

Published by the RESEARCH DIVISION of the
NATIONAL EDUCATION ASSOCIATION
of the UNITED STATES
1201 Sixteenth Street, N. W., Washington 6, D. C.

RESEARCH BULLETIN OF THE NATIONAL EDUCATION ASSOCIATION

Published four times each year in February, April, October, and December

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Entered as second-class matter February 10, 1923, at the Post Office at Washington, D. C., under Act of August 24, 1912. Acceptance for mailing at special rate of postage provided for in Section 1103, Act of October 3, 1917, authorized February 10, 1923.

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The payment of the $10 membership fee of the National Education Association entitles one to receive for one year the Research Bulletin, the Journal, and the Annual Volume of Addresses and Proceedings. Two dollars of each $10 membership fee is for a year's subscription to the Research Bulletin. NEA Life Members and members of certain departments also receive the Research Bulletin.

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FOREWORD

EXACTLY 30 years ago the newly established NEA Research Division published the most systematic and extensive study of teachers' salaries and salary schedules issued up to that date.

In the Foreword to the March 1923 RESEARCH BULLETIN, James W. Crabtree, far-sighted secretary of the Association, wrote: "Facts and tested thought are rapidly becoming the basis of educational procedure. . . . The inquiry, which made this salary information available, is representative of a type of endeavor that is becoming characteristic of the Association." He saw that the Association should enter a larger program of systematic investigation. He wanted this research to be practical, clear, available, and usable.

Recently a classroom teacher wrote: "Thank you for the salary research data supplied us during the past year. It helped the teachers of our county in obtaining increases from $350 to $390." From a superintendent of schools: "My sincere appreciation for the quick and helpful action you gave us by sending information on teachers' salaries. Your organization deserves much credit."

Such letters have been received frequently in the past 30 years. They are tributes not only to the Association but also to the thousands of superintendents of schools, their staffs, and leaders of professional associations who have been both producers and consumers of the basic information issued by the NEA Research Division.

During the past 30 years the Research Division has handled at least 15,000 requests for salary information. The number of requests now exceeds 500 a year. The needs are met with everything from a 10-word telegram to a large packet of many items. Thousands of research bulletins, special tabulations, memorandums, and bibliographies are distributed. Comments are made upon proposed schedules, personnel programs, rules, and laws. Help is given to classroom teachers, school administrators, members of boards of education, newspaper and magazine writers, and the general public.

Despite the time and energy given to the salary information work, the Association has not been unmindful of its equal and related obligations to advance the standards of the profession with respect to preparation, ethics, and competence. Here, also, to an ever increasing extent, the Association's work has been aided and guided by the systematic and objective examination of relevant facts.

WILLIAM G. CARR, *Executive Secretary,*
National Education Association.

I. Introduction

Biennially, since 1922-23, the Research Division of the National Education Association has conducted surveys of the salaries paid in urban school districts. This RESEARCH BULLETIN presents a summary of the salaries paid urban school employees in 1952-53.

Method of Making Survey

The procedure in making this study was similar to that followed in previous years. The inquiry forms were mailed to superintendents of schools in September 1952. A sample section of this questionnaire is illustrated on page 94 of this bulletin. Follow-up letters and telegrams were sent to secure the largest possible sampling. Correspondence was carried on whenever reasonable doubts occurred concerning the meaning and the accuracy of the reports received.

Groupings of School Districts

The groupings used in classifying school districts in previous surveys have been based on the census population of the central city located within the school district. The 1950 census was used for 1950-51; the 1940 census for 1940-41 thru 1948-49; and the 1930 census for years prior to 1940-41.

In recent years, the classifying of city school districts by the census population of the central city has become less and less satisfactory. Some cities are parts of county-unit school systems and the statistics cannot be separated. Some cities are in groups of cooperating urban and rural areas that have formed unified school districts. There is an increasing tendency for large cities to include contiguous areas in their school districts, altho not annexed to the municipalities themselves. The questionnaire replies received from these county and consolidated districts usually include figures for each entire district rather than one urban center, and are likely to be incorrectly classified when grouped according to census population of the major city. For example, the city of Charleston, West Virginia, had a population of 73,501 in 1950 but it is part of the Kanawha County School System, with a population of 239,629.

In preparing for the 1952-53 salary survey, the NEA Research Division gave up its former unsuccessful efforts to get separate figures for central cities and began instead to establish a list of *urban school districts* and to classify the districts on the basis of their total population. The information was collected by means of a questionnaire, census figures, and correspondence, and a tentative classification has been completed and is used in the current study.

The changes from the former list of city school systems have been chiefly four: (a) moving certain districts to a higher population group; (b) including county-unit school systems as urban districts when they contain a city of 30,000 or more population or when half the population is in urban areas; (c) including town school systems as urban districts when half the population is in a city or cities located therein, or when the town is located within the urban-fringe areas of a large city; and (d) omitting cities of less than 30,000 population in county units that are predominantly rural.

The present Group I includes urban school districts over 500,000 in population; Group II designates urban school districts 100,000 to 500,000 in population; Group III applies to urban school districts 30,000 to 100,000 in population; and so on thru Group VI. See Table 1 on this page.

The six population groups as defined in

TABLE 1.—NUMBER OF URBAN SCHOOL DISTRICTS INCLUDED IN STUDY

Group number	Population ranges	Number of urban school districts according to 1950 population	Number of urban school districts reporting	Percent replying
1	2	3	4	5
I	Over 500,000	18	18	100.0%
II	100,000 to 500,000	124	113	91.1
III	30,000 to 100,000	412	335	81.3
IV	10,000 to 30,000	1,204	893	74.2
V	5,000 to 10,000	1,222	798	65.3
VI	2,500 to 5,000	886	490	55.3
Total		3,866	2,647	68.5%

columns 1 and 2 of Table 1 are used consistently thruout this bulletin and are referred to by Roman numerals. The use of the group designations, both in text and tables, conserves space and avoids cumbersome repetition of the population limits.

Cautions in Using Data

In making comparisons of trends the following must be kept in mind:

First, no attempt has been made to revise the figures shown in this bulletin for former years to conform to the changes in classification of school districts used in 1952-53. The salaries shown in earlier years are slightly higher than they would have been if this new classification had been used. An exception is Group I, which was not changed by the new classification.

Second, the population groupings used are based on the census which is taken only once a decade, while in each year a few districts cross the line into new population groups, usually to a higher group. Because the census years were 1930, 1940, and 1950, median salaries shown for 1930-31, 1940-41, and 1950-51 are probably closely representative of the true population groupings. The salaries in an intercensus year such as 1952-53, because the shifts in population are not represented in the classification of districts, are higher than they would be if larger districts had been moved to the next higher group and smaller districts added from the next lower group. This is true, even more significantly, of the 1946-47 figures.

Third, because school salaries change thruout the year, and each report is based on figures reported early in the school year, the figures shown here are slightly lower than if end-of-the-year figures could have been used.

Altho the influence of these shifts has not been fully explored, it is probable that the net effect in this bulletin is to show slightly lower increases over 1930-31, 1940-41, and 1950-51 than actually occurred and to show approximately true comparisons with 1946-47.

Change in Inquiry Form

In 1952-53 the section which requests salaries paid administrative and supervisory officers was changed on the inquiry forms sent to urban school districts over 30,000 in population. This change consisted mainly of separating the directors and supervisors from the assistant directors and assistant supervisors, who in previous years had been grouped together.

Due to this change, median salaries for these school employees are not included in Tables 2, 3, and 4 because comparable salary trends are not available. However, the median salaries paid in 1952-53 to all types of directors and supervisors and of assistant directors and assistant supervisors are shown in Table 5 for urban school districts over 30,000 in population.

Size of Sample

Table 1 shows the classifications used, the number of urban school districts in each of the six population groups, and the number and percent of usable replies.

A total of 2647 urban school districts is included in the salary survey for this year. This is 209 more than the total reporting in any previous biennium. This study covers 68.5 percent of all urban school districts above 2500 in population and 84.1 percent of those with more than 30,000 population. It is estimated that 87 percent of all employees in urban school systems in the United States are included in the tabulations. The number of school employees of all classes included in this study is 555,442.

II. Trends in Salaries Paid, 1930-31 to 1952-53

It is possible thru the NEA Research Division's salary surveys to compare median[1] salaries of school employees for a quarter of a century. Tables 2, 3, 4, 6, 7, and 8 of the present section show periodic comparisons for selected years since 1930-31. The cautions given in Section I of this bulletin should be kept in mind, however, when using these comparisons.

General Trends Since 1930-31

In 1930-31 the salaries of teachers in urban school districts stood at their highest point, up to that date, both in total amount and in purchasing power. A year or two thereafter the economic depression led to widespread unemployment and curtailment of salaries. The medians reached their lowest levels in the school year 1934-35.

The 1936-37 and 1938-39 surveys revealed medians of salaries progressively higher than those in the 1934-35 study. With the exception of one population group, there were increases from 1938-39 to 1940-41. In the big industrial centers in Group I the opening of World War II drew off many experienced teachers. Their temporary replacements were paid at lower salaries so that for some positions there was an actual decrease in median salaries from 1938-39 to 1940-41. By 1940-41, the medians in Groups I thru IV equaled or exceeded those reported for the same groups in 1930-31. Not until 1942-43 had Groups V and VI restored salaries so that the median salaries approximated those of the predepression year.

The 1944-45 survey showed a definite upward turn of the medians for most types of school positions in all groups. After 1944-45 the general trend has been sharply upward as compared with the slow recovery between 1934-35 and 1942-43.

The median salaries paid, as shown by the present bulletin, are the highest reported to date in this series of biennial surveys. To say this, however, is to give but part of the picture since the vital question to the individual is the *purchasing power of the take-home pay*. This question will be discussed later in the present section (p. 74-77).

Trends of Salaries in Specific Groups

The tables in this section clearly show the adjustments in relative position of the median salaries paid to various types of school personnel. The discussion will be limited to the median salaries of classroom teachers, principals, superintendents of schools, and secretaries of schoolboards.

Classroom teachers—The median salaries of all classroom teachers in 1952-53 are as follows for urban school districts of the various sizes: Group I, $4953; Group II, $3932; Group III, $3898; Group IV, $3615; Group V, $3361; and Group VI, $3275. These medians are from 16 to 9 percent higher than the comparable medians of 1950-51; they are from 151 to 96 percent higher than the similar medians of the 1930-31 survey.

In addition to the generally substantial rise in actual salaries paid to classroom teachers during the past 20 years there have been two other major trends. The first of these has been the closing of the gap which existed in 1930-31 between the median salaries of classroom teachers and administrators. In Group I the median salaries of all classroom teachers advanced 98.8 percent between 1930-31 and 1952-53, while, in this same period, the median salaries of no supervising principals and superintendents in this group increased by more than 76.7 percent.

The reasons for this trend are not hard to find. Generally speaking, before World War II the salaries of classroom teachers were exceptionally low, especially in the elementary schools. These low levels also were most characteristic of the small urban districts. As the teacher shortage and cost of living increased during the war years, relatively large proportions of any additional funds were put into salaries of classroom teachers in order to hold the staffs. Other factors have been the increase in state aid for salary purposes and the tendency to raise the minimum salaries for inexperienced teachers more rapidly than maximum salaries, thus pushing up the average salaries of classroom teachers more rapidly than the upper limits of the salary schedules.

[1] Those not familiar with the term "median" may look upon it as having, for ordinary purposes, the same general significance as the familiar "arithmetic mean" or "average." More specifically, the best paid 50 percent of a group of teachers receive salaries equal to, or greater than, the median salary, and the poorest paid 50 percent of a group of teachers receive salaries equal to, or less than, the median.

The second major trend, related to the one just discussed, has been the related reduction since 1930-31 of the gaps among various types of classroom teachers. In Group I, for example, between 1930-31 and 1952-53 the median salary of high-school teachers increased 80.5 percent while that of elementary-school teachers increased 100.1 percent.

Similarly it is generally true for the other urban groups (see pages 73, 74, 76, 77, and 78) that the relative differences among the median salaries of various types of classroom teachers are substantially less this year than in 1930-31. Undoubtedly one reason for this change has been the widespread adoption of the single salary schedule idea.

Principals—To a considerable extent the trends in the medians of classroom teachers' salaries are also present in the medians of principals' salaries. Briefly, they are that, in the past 20 years, (a) the percent of change has generally been greater in the small cities than in the largest cities and (b) the percent of change has generally been greater in the elementary schools than in the high schools.

These trends can be illustrated by specific types. Supervising elementary-school principals' medians, between 1930-31 and 1952-53, in-

TABLE 2.—TRENDS IN SALARIES PAID EMPLOYEES IN URBAN SCHOOL DISTRICTS OVER 500,000 IN POPULATION, 1930-31 TO 1952-53 (GROUP I)

Type of school employee	Median salaries paid in					Percent of increase			
	1930-31	1940-41	1946-47	1950-51	1952-53	1930-31 1952-53	1940-41 1952-53	1946-47 1952-53	1950-51 1952-53
1	2	3	4	5	6	7	8	9	10
Classroom teachers:									
Kindergarten	$2,320	$2,371	$3,152	$4,029	$4,501	94.0%	89.8%	42.8%	11.7%
Elementary school	2,407	2,434	3,200	4,172	4,817	100.1	97.9	50.5	15.5
Atypical classes	2,600	2,450	3,448	4,341	4,887	88.0	99.5	41.7	12.6
Junior high school	2,694	2,801	3,542	4,501	4,897	81.8	74.8	38.3	8.8
High school	3,061	3,106	4,047	4,947	5,526	80.5	77.9	36.5	11.7
Junior college	.....	.....	.....	4,768	5,758	....	....	....	20.8
Part-time or continuation school	2,878	2,818	.....	4,005	4,661	62.0	65.4	....	16.4
Total all regular classroom teachers [1]	2,492	2,708	3,580	4,456	4,953	98.8	82.9	38.4	11.2
Teaching department heads, deans, and assistant principals:									
Junior high school	.....	.....	4,058	5,819	6,426	....	....	58.4	10.4
High school	.....	.....	6,400	7,394	6,418	....	....	0.3	−13.2
Supervising deans, department heads, and assistant principals:									
Elementary school:									
Assistant principals	4,380	4,665	4,136	5,687	6,617	51.1	41.8	60.0	16.4
Junior high school:									
Deans and department heads	.....	.....	4,446	5,750	6,430	....	....	44.6	11.8
Assistant principals	3,677	4,610	4,886	6,126	6,323	72.0	37.2	29.4	3.2
High school:									
Deans	.....	.....	.....	4,586	5,290	....	....	....	15.4
Department heads	.....	.....	4,329	5,684	7,259	....	....	67.7	27.7
Assistant principals	5,643	4,161	5,111	6,375	7,278	29.0	74.9	42.4	14.2
Junior college:									
Deans, department heads, and assistant principals	.....	.....	.....	7,773	9,088	....	....	....	16.9
Principals:									
Teaching elementary school	.....	.....	.....	4,720	5,000	....	....	....	5.9
Supervising elementary school	4,135	3,966	5,077	6,283	7,305	76.7	84.2	43.9	16.3
Junior high school	4,969	5,134	5,909	7,115	7,773	56.4	51.4	31.5	9.2
High school	5,674	5,412	6,396	8,107	9,156	61.4	69.2	43.2	12.9
Junior college	.....	.....	.....	9,600	9,813	....	....	....	2.2
Part-time, continuation, or adult education school	5,500	5,083	6,083	7,684	8,665	57.5	70.5	42.4	12.8
Administrative and supervisory staff: [2]									
Superintendents of schools	15,100	13,200	14,333	18,333	18,382	21.7	39.3	28.2	0.3
Associate, assistant, or deputy superintendents	7,583	6,482	9,010	10,679	12,402	63.6	91.3	37.6	16.1
Administrative assistants	.....	.....	6,050	7,350	7,900	....	....	30.6	7.5
Secretaries of boards of education	6,250	4,800	6,550	8,750	10,182	62.9	112.1	55.5	16.4
Business managers	8,500	7,750	6,017	10,667	12,002	41.2	54.9	99.5	12.5
Auditors	.....	.....	.....	7,625	8,530	....	....	....	11.9
Other school employees:									
Secretarial and clerical employees:									
Secretaries to superintendents of schools	2,700	3,400	3,450	4,400	4,653	72.3	36.9	34.9	5.8
Clerks in principals' offices	1,519	1,480	2,138	2,619	3,118	105.3	110.7	45.8	19.1
Clerks in other administrative and supervisory offices	1,714	1,787	2,465	2,892	3,455	101.6	93.3	40.2	19.5
Nurses	1,924	1,926	2,436	3,240	3,913	103.4	103.2	60.6	20.8
Attendance officers	2,162	2,383	3,096	3,927	4,410	104.0	85.1	42.4	12.3

[1] Includes regular kindergarten, elementary, junior high, and high-school teachers.

[2] Due to changes in the 1952-53 inquiry form used in collecting salaries of administrative and supervisory officers for urban school districts over 30,000 in population, only the few positions shown are comparable for the various years. (For further explanation see page 70.)

creased by the following percents: Group I, 76.7 percent; Group II, 85.4 percent; Group III, 100.9 percent; Group IV, 108.6 percent; Group V, 103.8 percent; and Group VI, 101.7 percent. The respective percents for high-school principals were: 61.4, 51.6, 52.4, 58.0, 79.9, and 91.3. From the population angle it will be noted that the foregoing percents are generally larger in the small urban districts than in the largest urban centers.

Superintendents of schools—Trends in the median salaries of superintendents of schools are less clear than for the preceding groups because of the relatively few persons involved and the turnover in the past 20 years.

Between 1930-31 and 1952-53 the median salaries of superintendents of schools advanced by the following percents: Group I, 21.7 percent; Group II, 43.3 percent; Group III, 52.3 percent; Group IV, 56.4 percent; Group V, 62.2 percent; and Group VI, 69.5 percent.

Too much reliance cannot be placed upon the specific amount of these percents but in general the percent of change for superintendents has been less than for classroom teachers and principals.

TABLE 3.—TRENDS IN SALARIES PAID EMPLOYEES IN URBAN SCHOOL DISTRICTS 100,000 TO 500,000 IN POPULATION, 1930-31 TO 1952-53 (GROUP II)

Type of school employee	Median salaries paid in					Percent of increase			
	1930-31	1940-41	1946-47	1950-51	1952-53	1930-31 1952-53	1940-41 1952-53	1946-47 1952-53	1950-51 1952-53
1	2	3	4	5	6	7	8	9	10
Classroom teachers:									
Kindergarten	$1,843	$1,879	$2,467	$3,409	$3,699	100.7%	96.9%	49.9%	8.5%
Elementary school	1,866	1,901	2,559	3,395	3,756	101.3	97.6	46.8	10.6
Atypical classes	2,069	2,086	2,777	3,802	4,309	108.3	106.6	55.2	13.3
Junior high school	2,124	2,087	2,781	3,719	4,023	89.4	92.8	44.7	8.2
High school	2,412	2,288	2,993	3,995	4,360	80.8	90.6	45.7	9.1
Junior college	.....	.....	.....	4,722	5,405	....	....	....	14.5
Part-time or continuation school	2,315	1,977	2,733	3,868	4,389	89.6	122.0	60.6	13.5
Total all regular classroom teachers [1]	2,006	2,029	2,704	3,595	3,932	96.0	93.8	45.4	9.4
Teaching department heads, deans, and assistant principals:									
Junior high school	.....	.....	.....	3,550	4,300	....	....	....	21.1
High school	.....	.....	3,453	4,633	5,185	....	....	50.2	11.9
Supervising deans, department heads, and assistant principals:									
Elementary school:									
Assistant principals	2,485	3,029	3,278	4,740	5,304	113.4	75.1	61.8	11.9
Junior high school:									
Deans and department heads	.....	.....	.....	3,600	5,317	....	....	....	47.7
Assistant principals	3,083	2,975	3,739	5,071	5,733	86.0	92.7	53.3	13.1
High school:									
Deans	2,792	2,677	3,452	4,868	5,447	95.1	103.5	57.8	11.9
Department heads	.....	.....	3,849	5,203	5,627	....	....	46.2	8.1
Assistant principals	3,498	3,265	4,093	5,208	5,979	70.9	83.1	46.1	14.8
Junior college:									
Deans, department heads, and assistant principals	.....	.....	.....	5,411	6,400	....	....	....	18.3
Principals:									
Teaching elementary school	2,330	2,088	2,800	3,990	4,274	83.4	104.7	52.6	7.1
Supervising elementary school	3,076	2,948	3,764	5,001	5,703	85.4	93.5	51.5	14.0
Junior high school	3,805	3,761	4,507	5,649	6,220	63.5	65.4	38.0	10.1
High school	4,547	4,183	5,049	6,291	6,892	51.6	64.8	36.5	9.6
Junior college	.....	.....	.....	7,500	8,500	....	....	....	13.3
Part-time, continuation, or adult education school	3,500	3,600	4,467	6,125	6,840	95.4	90.0	53.1	11.7
Administrative and supervisory staff: [2]									
Superintendents of schools	9,071	8,237	9,525	11,909	13,000	43.3	57.8	36.5	9.2
Associate, assistant, or deputy superintendents	5,180	5,324	6,195	7,944	9,000	73.7	69.0	45.3	13.3
Administrative assistants	.....	.....	5,250	6,286	6,995	....	....	33.2	11.3
Secretaries of boards of education	4,088	3,400	4,567	6,156	7,188	75.8	111.4	57.4	16.8
Business managers	5,083	4,700	4,475	7,000	7,506	47.7	59.7	67.7	7.2
Auditors	.....	.....	.....	4,350	4,770	....	....	....	9.7
Other school employees:									
Secretarial and clerical employees:									
Secretaries to superintendents of schools	2,214	1,990	2,583	3,250	3,864	74.5	94.2	49.6	18.9
Clerks in principals' offices	1,049	1,021	1,569	2,053	2,307	119.9	126.0	47.0	12.4
Clerks in other administrative and supervisory offices	1,398	1,347	1,936	2,485	2,866	105.0	112.8	48.0	15.3
Nurses	1,628	1,701	2,282	3,132	3,672	125.6	115.9	60.9	17.2
Attendance officers	1,878	1,941	2,528	3,447	3,934	109.5	102.7	55.6	14.1

[1] Includes regular kindergarten, elementary, junior high, and high-school teachers.

[2] Due to changes in the 1952-53 inquiry form used in collecting salaries of administrative and supervisory officers for urban school districts over 30,000 in population, only the few positions shown are comparable for the various years. (For further explanation, see page 70.)

Secretaries of boards of education—One spectacular advance in salaries between 1930-31 and 1952-53 has been in the median salaries of secretaries of boards of education. The level of salary in 1930-31, particularly in the urban school districts under 100,000 population, suggests that at that time the position was often held by a school secretary and that possibly, because of increased importance, the position requires new levels of preparation and experience.

Between 1930-31 and 1952-53 the medians advanced as follows: Group I, from $6250 to $10,182; Group II, from $4088 to $7188; Group III, from $2514 to $5775; Group IV, from $1250 to $3533; Group V, from $558 to $2436; and Group VI, from less than $500 to $1828. The percent of change ranged from 63 percent (Group I) to 337 percent (Group V).

Relative Value of Salaries [2]

Attention should be given to the relative values of the salaries reported altho they are not a part of the survey phase of the present study.

[2] Economic indexes referred to in this section are derived from releases of federal agencies. See: National Education Association, Research Division. *Economic Status of Teachers in 1952–53.* Special Memo, November 1952. Washington, D. C.: the Association, 1952. 26 p.

TABLE 4.—TRENDS IN SALARIES PAID EMPLOYEES IN URBAN SCHOOL DISTRICTS 30,000 TO 100,000 IN POPULATION, 1930-31 TO 1952-53 (GROUP III)

Type of school employee	Median salaries paid in					Percent of increase			
	1930-31	1940-41	1946-47	1950-51	1952-53	1930-31 1952-53	1940-41 1952-53	1946-47 1952-53	1950-51 1952-53
1	2	3	4	5	6	7	8	9	10
Classroom teachers:									
Kindergarten	$1,609	$1,683	$2,324	$3,216	$3,650	126.8%	116.9%	57.1%	13.5%
Elementary school	1,609	1,608	2,288	3,231	3,682	128.8	129.0	60.9	14.0
Atypical classes	1,850	1,787	2,529	3,577	4,051	119.0	126.7	60.2	13.3
Junior high school	1,860	1,847	2,546	3,569	4,069	118.8	120.3	59.8	14.0
High school	2,111	2,039	2,774	3,782	4,292	103.3	110.5	54.7	13.5
Junior college	.....	.....	.....	4,281	4,942	....	....	....	15.4
Part-time or continuation school	2,166	2,106	2,636	3,364	4,216	94.6	100.2	59.9	25.3
Total all regular classroom teachers [1]	1,760	1,763	2,458	3,407	3,898	121.5	121.1	58.6	14.4
Teaching department heads, deans, and assistant principals:									
Junior high school	.....	.....	2,967	4,286	4,834	....	....	62.9	12.8
High school	.....	.....	3,277	4,518	5,038	....	....	53.7	11.5
Supervising deans, department heads, and assistant principals:									
Elementary school:									
Assistant principals	2,756	2,067	2,786	4,367	4,900	77.8	137.1	75.9	12.2
Junior high school:									
Deans and department heads	.....	.....	3,069	4,392	5,054	....	....	64.7	15.1
Assistant principals	2,743	2,667	3,458	4,524	5,176	88.7	94.1	49.7	14.4
High school:									
Deans	2,523	2,460	3,370	4,889	5,506	118.2	123.8	63.4	12.6
Department heads	.....	.....	3,830	4,659	5,390	....	....	40.7	15.7
Assistant principals	3,053	3,093	3,714	5,093	5,726	87.6	85.1	54.2	12.4
Junior college:									
Deans, department heads, and assistant principals	.....	.....	.....	5,611	6,100	....	....	....	8.7
Principals:									
Teaching elementary school	2,011	1,893	2,576	3,664	4,231	110.4	123.5	64.2	15.5
Supervising elementary school	2,646	2,470	3,328	4,629	5,316	100.9	115.2	59.7	14.8
Junior high school	3,353	3,175	4,016	5,257	5,848	74.4	84.2	45.6	11.2
High school	4,281	4,000	4,700	5,967	6,523	52.4	63.1	38.8	9.3
Junior college	.....	.....	.....	6,292	7,350	....	....	....	16.8
Part-time, continuation, or adult education school	3,050	3,150	3,967	6,000	6,150	101.6	95.2	55.0	2.5
Administrative and supervisory staff: [2]									
Superintendents of schools	6,758	6,116	7,307	9,177	10,290	52.3	68.2	40.8	12.1
Associate, assistant, or deputy superintendents	4,587	4,333	5,333	6,929	7,500	63.5	73.1	40.6	8.2
Administrative assistants	.....	.....	3,875	6,038	6,500	....	....	67.7	7.7
Secretaries of boards of education	2,514	2,660	3,692	5,118	5,775	129.7	117.1	56.4	12.8
Business managers	3,690	3,457	4,180	5,896	6,600	78.9	90.9	57.9	11.9
Auditors	.....	.....	.....	3,900	4,660	....	....	....	19.5
Other school employees:									
Secretarial and clerical employees:									
Secretaries to superintendents of schools	1,815	1,663	2,289	2,982	3,453	90.2	107.6	50.9	15.8
Clerks in principals' offices	1,046	986	1,585	2,120	2,407	130.1	144.1	51.9	13.5
Clerks in other administrative and supervisory offices	1,268	1,232	1,851	2,396	2,747	116.6	123.0	48.4	14.6
Nurses	1,651	1,629	2,309	3,063	3,581	116.9	119.8	55.1	16.9
Attendance officers	1,736	1,578	2,204	3,035	3,380	94.7	114.2	53.4	11.4

[1] Includes regular kindergarten, elementary, junior high, and high-school teachers.

[2] Due to changes in the 1952–53 inquiry form used in collecting salaries of administrative and supervisory officers for urban school districts over 30,000 in population, only the few positions shown are comparable for the various years. (For further explanation, see page 70.)

TABLE 5.—MEDIAN SALARIES PAID ADMINISTRATIVE AND SUPERVISORY STAFF IN URBAN SCHOOL DISTRICTS OVER 30,000 IN POPULATION

Types of positions	Group I [1]	Group II [1]	Group III [1]
1	2	3	4
General Administration:			
Superintendents of schools	$18,382	$13,000	$10,290
Deputy superintendents	10,950	10,494	8,400
Associate superintendents	12,250	9,300	.....
Assistant superintendents	12,402	8,900	7,500
Administrative assistants to superintendents	7,900	6,995	6,500
Secretaries of boards of education	10,182	7,188	5,775
Business administration:			
Business managers	12,002	7,506	6,600
Assistant business managers	7,108	7,250	5,175
Purchasing officers	7,300	5,460	4,500
Auditors	8,530	4,770	4,660
Accountants	5,767	4,713	4,200
Heads, planning and construction	11,209	6,837	6,000
Heads, operation and maintenance	9,005	6,150	5,155
Educational divisions:			
Directors and supervisors of:			
Elementary education	7,037	6,065	5,600
Secondary education	6,900	6,454	6,100
Adult education	8,467	6,425	5,850
Veteran education	6,872	5,762	4,610
Special education	7,115	5,881	5,250
Assistant directors and assistant supervisors of:			
Elementary education	5,860	5,545	5,125
Secondary education	6,400	6,225	.....
Adult education	6,250	6,000	5,819
Special education	6,400	5,925	.....
Special subjects:			
Directors and supervisors of:			
Vocational education	8,216	6,438	5,850
Physical and health education	6,900	6,124	5,400
Art	6,610	5,855	4,900
Music	6,610	5,807	5,000
Manual or industrial arts	6,610	6,252	5,400
Home economics	6,900	5,790	5,050
Assistant directors and assistant supervisors of:			
Vocational education	5,705	5,615	4,700
Physical and health education	6,115	5,550	4,738
Art	5,860	5,340	3,998
Music	5,688	5,240	4,296
Manual or industrial arts	6,432	.....	.....
Home economics	5,952	5,124	.....
Special services:			
Directors and supervisors of:			
Research, tests, etc.	8,400	6,275	5,542
Pupil personnel	6,300	6,437	5,400
Attendance	7,300	5,300	4,363
Curriculum	6,450	6,800	6,300
Employee personnel	8,529	7,150	.....
Audio-visual education	7,400	5,820	4,910
School library services	6,610	5,444	4,713
Health services	6,300	6,454	4,666
School lunch services	6,775	5,484	4,000
Transportation	5,910	5,040	4,560
Assistant directors and assistant supervisors of:			
Research, tests, etc.	5,952	5,290	.....
Pupil personnel	4,400	.....	.....
Attendance	7,800	5,413	5,700
Curriculum	5,400	5,390	5,436
Employee personnel	7,674	.....	.....
Audio-visual education	5,400	5,690	4,500
School library services	5,850	5,918	4,000
Health services	8,798	5,325	.....
School lunch services	5,200	4,176	.....

[1] For population ranges, see Table 1, page 69.

Salaries have value only in terms of what they will buy—*purchasing power*—and to the extent that the things they can buy will meet individual needs. The needs are determined by the *level or standard of living* that the individual tries to maintain, and this level is determined by community expectations and by educational and occupational background.

Purchasing power—The purchasing power of the dollar is measured by indexes that show the change in prices from some specified date to another. Conversely, these indexes show the relative quantity of goods and services that a dollar will buy.

The most commonly used index is the Consumer Price Index of the U. S. Department of Labor, Bureau of Labor Statistics.

For the past two decades the Index has been based on the five years 1935-1939 as 100.0, and has measured the percent of change in prices during this period.

The Index for the school year 1952-53 is estimated at 190.0. This means that current prices are 90 percent higher than in 1935-1939.

To determine the purchasing power of a current salary in terms of 1935-1939 dollars, the salary is divided by the Index, and multiplied by 100. For example, the $3898 median salary of classroom teachers in Group III has a purchasing power ($3898 ÷ 190.0 × 100.0) in 1935-1939 dollars of $2052.[8]

A measure of purchasing power is needed to interpret the apparent increases in teachers' salaries in recent years. To take again the Group III classroom teacher as an example, there was an increase from $1763 to $3898 in current dollars paid, or 121 percent, from 1940-41 to 1952-53. But in 1935-1939 purchasing power the increase was from $1727 to $2052, or only about 19 percent.

During World War II the median salaries of most groups of teachers was worth considerably less in purchasing power than in 1940-41. For some teachers, this condition still remains. For example, the median salary of classroom teachers in the large cities of Group I is actually 2 percent less in purchasing power in 1952-53 than it was in 1940-41.

Even the slight increases in purchasing power in recent years are largely canceled out by the federal income tax. This tax did not apply to public-school teachers prior to 1939 and was still at low rates in 1940-41.

Altho the median salary of classroom teach-

[8] The Bureau of Labor Statistics has recently revised the Consumer Price Index and has changed the base period. The Index in the future will be based on the three years 1947-1949 as 100.0. For the current year only, the Index will be calculated on both the 1935-1939 base and the 1947-1949 base. The estimated index of 190 with 1935-1939 as 100.0 is equal to an index of 113.6 with 1947-1949 as 100.0. The Group III median salary of $3898 in 1952-53 equals $2052 in 1935-1939 dollars and $3431 in 1947-1949 dollars.

ers in Group III, for example, increased 19 percent in purchasing power, the federal income tax payment on that salary, assuming one dependent and current tax rates, will leave an increase of only 4 percent over 1940-41.

Level of living—By comparing the relative incomes of occupational groups, it is possible to determine to some extent the relative levels of living which are possible. Such comparisons show that teachers as a group are below rather than above the average wage-and-salary worker in the United States, and are less well off relatively than at the outset of World War II. During the period that the salaries of Group III classroom teachers increased 121 percent in current dollars, the average earnings of

TABLE 6.—TRENDS IN SALARIES PAID EMPLOYEES IN URBAN SCHOOL DISTRICTS 10,000 TO 30,000 IN POPULATION, 1930-31 TO 1952-53 (GROUP IV)

Type of school employee	Median salaries paid in					Percent of increase			
	1930-31	1940-41	1946-47	1950-51	1952-53	1930-31 1952-53	1940-41 1952-53	1946-47 1952-53	1950-51 1952-53
1	2	3	4	5	6	7	8	9	10
Classroom teachers:									
Elementary school [1]	$1,428	$1,432	$2,118	$2,998	$3,437	140.7%	140.0%	62.3%	14.6%
Junior high school	1,619	1,597	2,354	3,204	3,695	128.2	131.4	57.0	15.3
High school	1,876	1,803	2,595	3,490	3,954	110.8	119.3	52.4	13.3
Junior college	.....	.....	.....	4,104	4,413	.....	.....	.....	7.5
Part-time or continuation school	1,864	1,660	2,050	3,665	4,358	133.8	162.5	112.6	18.9
Total all regular classroom teachers [2]	1,552	1,551	2,299	3,150	3,615	132.9	133.1	57.2	14.8
Supervising assistant principals, deans, and department heads:									
Junior high school	.....	.....	.....	4,600	4,813	.....	.....	.....	4.6
High school	.....	.....	.....	4,729	5,116	.....	.....	.....	8.2
Junior college	.....	.....	.....	5,200	4,650	.....	.....	.....	−10.6
Principals:									
Elementary school:									
Teaching	1,742	1,686	2,382	3,357	3,936	125.9	133.5	65.2	17.2
Supervising	2,349	2,220	3,031	4,365	4,900	108.6	120.7	61.7	12.3
Total	1,900	1,848	2,652	3,828	4,482	135.9	142.5	69.0	17.1
Junior high school:									
Teaching	.....	.....	.....	2,894	4,033	.....	.....	.....	39.4
Supervising	.....	.....	3,471	4,652	5,272	.....	.....	51.9	13.3
Total	2,763	2,598	3,425	4,579	5,221	89.0	101.0	52.4	14.0
High school:									
Teaching	.....	.....	3,080	4,100	4,450	.....	.....	44.5	8.5
Supervising	.....	.....	4,102	5,154	5,749	.....	.....	40.2	11.5
Total	3,613	3,303	4,071	5,123	5,710	58.0	72.9	40.3	11.5
Junior college presidents, principals, or chief administrators	.....	.....	.....	5,900	6,067	.....	.....	.....	2.8
Administrative and supervisory staff:									
Superintendents of schools	5,149	4,693	5,856	7,375	8,053	56.4	71.6	37.5	9.2
Assistant superintendents	2,950	3,125	4,425	6,097	6,545	121.9	109.4	47.9	7.3
Secretaries of boards of education	1,250	1,288	2,056	3,020	3,533	182.6	174.3	71.8	17.0
Business managers	3,200	2,625	3,667	4,582	5,217	63.0	98.7	42.3	13.9
Superintendents of buildings and grounds	2,175	2,108	2,981	3,930	4,379	101.3	107.7	46.9	11.4
Directors and supervisors of:									
Educational divisions:									
Elementary education	.....	.....	3,147	4,513	4,873	.....	.....	54.8	8.0
Secondary education	.....	.....	.....	.....	5,600	.....	.....	.....	.....
Adult education	.....	.....	3,433	5,250	5,500	.....	.....	60.2	4.8
Special education	.....	.....	.....	.....	4,000	.....	.....	.....	.....
Special subjects:									
Vocational education	3,017	2,517	3,550	4,446	5,005	65.9	98.8	41.0	12.6
Physical and health education	2,009	2,044	2,976	4,194	4,656	131.8	127.8	56.5	11.0
Art	1,826	1,824	2,532	3,583	4,108	125.0	125.2	62.2	14.7
Music	1,943	1,895	2,708	3,744	4,243	118.4	123.9	56.7	13.3
Manual or industrial arts	2,194	2,040	2,943	3,750	4,180	90.5	104.9	42.0	11.5
Home economics	1,718	1,675	2,358	3,325	3,963	130.7	136.6	68.1	19.2
Special services:									
Research, tests, etc.	2,150	2,250	3,167	4,144	4,400	104.7	95.6	38.9	6.2
Guidance	.....	.....	3,550	4,233	4,763	.....	.....	34.2	12.5
Pupil personnel	.....	.....	.....	.....	4,650	.....	.....	.....	.....
Curriculum	.....	.....	.....	.....	5,433	.....	.....	.....	.....
Audio-visual education	.....	.....	.....	.....	4,643	.....	.....	.....	.....
School library services	.....	.....	2,350	3,508	4,073	.....	.....	73.3	16.1
Health services	.....	.....	.....	.....	3,950	.....	.....	.....	.....
School lunch services	.....	.....	2,400	3,133	3,407	.....	.....	42.0	8.7
Transportation	.....	.....	.....	.....	3,983	.....	.....	.....	.....
Other school employees:									
Secretarial and clerical employees:									
Secretaries to superintendents of schools	1,453	1,369	1,989	2,666	2,991	105.8	118.5	50.4	12.2
Clerks in principals' offices	966	889	1,533	1,883	2,169	124.5	144.0	41.5	15.2
Clerks in other administrative and supervisory offices	1,113	1,061	1,787	2,202	2,473	122.2	133.1	38.4	12.3
Janitors	1,360	1,324	1,977	2,512	2,915	114.3	120.2	47.4	16.0
Nurses	1,762	1,599	2,235	3,042	3,504	98.9	119.1	56.8	15.2
Attendance officers	1,195	1,236	2,144	2,828	3,203	168.0	159.1	49.4	13.3

[1] Includes kindergarten teachers.
[2] Includes regular kindergarten, elementary, junior high, and high-school teachers.

employed persons increased about 155 percent.

The earnings of teachers, with rare exceptions, are far below the professional levels which their preparation and civic responsibilities justify. In 1951, for example, the weighted average net income of dentists, doctors, and lawyers was $10,123. The highest median salary reported for any group of urban classroom teachers in 1950-51 was less than $5000. Over the nation as a whole, the average classroom teacher earned about $3000 in 1950-51.

In general, the apparent increases in teachers' salaries in the past two decades have not in reality been large enough to maintain teachers even at the relatively low economic level attained prior to World War II.

TABLE 7.—TRENDS IN SALARIES PAID EMPLOYEES IN URBAN SCHOOL DISTRICTS 5,000 TO 10,000 IN POPULATION, 1930-31 TO 1952-53 (GROUP V)

Type of school employee	Median salaries[1] paid in					Percent of increase			
	1930-31	1940-41	1946-47	1950-51	1952-53	1930-31 1952-53	1940-41 1952-53	1946-47 1952-53	1950-51 1952-53
1	2	3	4	5	6	7	8	9	10
Classroom teachers:									
Elementary school[2]	$1,303	$1,289	$1,948	$2,831	$3,190	144.8%	147.5%	63.8%	12.7%
Junior high school	1,494	1,452	2,155	3,005	3,436	130.0	136.6	59.4	14.3
High school	1,692	1,626	2,375	3,220	3,620	113.9	122.6	52.4	12.4
Junior college	.....	.....	.....	3,632	3,700	.....	.....	.....	1.9
Part-time or continuation school	1,454	850	2,617	3,790	4,213	189.8	395.6	61.0	11.2
Total all regular classroom teachers[3]	1,434	1,424	2,121	2,985	3,361	134.4	136.0	58.5	12.6
Supervising assistant principals, deans, and department heads:									
High school	.....	.....	.....	4,464	4,880	....	....	....	9.3
Principals:									
Elementary school:									
Teaching	1,583	1,494	2,214	3,210	3,586	126.5	140.0	62.0	11.7
Supervising	2,239	2,081	2,948	4,147	4,564	103.8	119.3	54.8	10.1
Total	1,653	1,578	2,356	3,503	4,007	142.4	153.9	70.1	14.4
Junior high school:									
Teaching	.....	.....	2,500	3,350	3,957	....	....	58.3	18.1
Supervising	.....	.....	3,150	4,267	4,607	....	....	46.3	8.0
Total	2,184	1,992	2,965	4,013	4,365	99.9	119.1	47.2	8.8
High school:									
Teaching	.....	.....	3,230	3,433	4,000	....	....	23.8	16.5
Supervising	.....	.....	3,514	4,591	5,120	....	....	45.7	11.5
Total	2,825	2,596	3,496	4,548	5,082	79.9	95.8	45.4	11.7
Junior college presidents, principals, or chief administrators	.....	.....	.....	4,450	4,950	....	....	....	11.3
Administrative and supervisory staff:									
Superintendents of schools	4,188	3,780	4,719	6,345	6,795	62.2	79.8	44.0	7.1
Assistant superintendents	3,300	2,750	3,800	5,417	5,575	68.9	102.7	46.7	2.9
Secretaries of boards of education	558	656	1,225	2,000	2,436	336.6	271.3	98.9	21.8
Business managers	2,500	2,150	3,000	4,178	4,540	81.6	111.2	51.3	8.7
Superintendents of buildings and grounds	1,900	2,117	2,930	3,626	3,781	99.0	78.6	29.0	4.3
Directors and supervisors of:									
Educational divisions:									
Elementary education	.....	.....	3,038	4,150	4,522	....	....	48.8	9.0
Secondary education	.....	.....	.....	.....	4,933	....	....	....	....
Special education	.....	.....	.....	.....	4,033	....	....	....	....
Special subjects:									
Vocational education	2,350	2,225	3,233	4,171	4,350	85.1	95.5	34.5	4.3
Physical and health education	1,884	1,791	2,706	3,700	3,940	109.1	120.0	45.6	6.5
Art	1,688	1,595	2,327	3,067	3,440	103.8	115.7	47.8	12.2
Music	1,729	1,638	2,480	3,347	3,806	120.1	132.4	53.5	13.7
Manual or industrial arts	2,041	1,791	2,557	3,433	3,900	91.1	117.8	52.5	13.6
Home economics	1,613	1,494	2,067	2,900	3,150	95.3	110.8	52.4	8.6
Special services:									
Research, tests, etc.	2,425	2,300	3,250	3,800	4,100	69.1	78.3	26.2	7.9
Guidance	.....	.....	3,275	3,960	4,050	....	....	23.7	2.3
Pupil personnel	.....	.....	.....	.....	4,300	....	....	....	....
Curriculum	.....	.....	.....	.....	5,450	....	....	....	....
Audio-visual education	.....	.....	.....	.....	4,250	....	....	....	....
School library services	.....	.....	2,175	3,300	3,800	....	....	74.7	15.2
School lunch services	.....	.....	2,175	3,100	3,117	....	....	43.3	0.5
Transportation	.....	.....	.....	.....	3,483	....	....	....	....
Other school employees:									
Secretarial and clerical employees:									
Secretaries to superintendents of schools	1,192	1,142	1,745	2,341	2,555	114.3	123.7	46.4	9.1
Clerks in principals' offices	800	796	1,430	1,825	2,080	160.0	161.3	45.5	14.0
Clerks in other administrative and supervisory offices	1,057	896	1,612	2,050	2,356	122.9	162.9	46.2	14.9
Janitors	1,275	1,215	1,843	2,401	2,740	114.9	125.5	48.7	14.1
Nurses	1,641	1,525	2,091	2,850	3,302	101.2	116.5	57.9	15.9
Attendance officers	−600	579	1,811	2,433	2,721	....	369.9	50.2	11.8

[1] A minus sign (−) before a median figure means that the exact median cannot be calculated from the information given, but it is somewhat below the sum following the minus sign.

[2] Includes kindergarten teachers.

[3] Includes regular kindergarten, elementary, junior high, and high-school teachers.

III. The Range and Distribution of Salaries in 1952-53

The median salaries reported in the preceding section summarizes as well as is possible in any single figure the general status of urban teachers' salaries. It is important, however, to know how the salaries are distributed above and below the median figure. Table 9 presents this information for the three main groups of teachers in urban school districts over 30,000 in population, and Table 10 gives similar information for those under 30,000 in population.

Tables 11 and 12 show the distribution of salaries for the main groups of principals in urban school districts over 30,000 and in districts under 30,000 in population, respectively. Tables 13 and 14 give similar data for certain administrative and supervisory officers also grouped by districts over and under 30,000 in population.

Table 15 presents the distribution of salaries paid to secretarial and clerical employees, while Table 16 shows similar information for attendance officers, nurses, and janitors.

The tables in this section bring out clearly the relative position of the median salaries in the different population groups and the extent to which the distributions themselves overlap. They show that, altho the median salary of various groups of teachers increases with the

TABLE 8.—TRENDS IN SALARIES PAID EMPLOYEES IN URBAN SCHOOL DISTRICTS 2,500 TO 5,000 IN POPULATION, 1930-31 TO 1952-53 (GROUP VI)

Type of school employee	Median salaries[1] paid in					Percent of increase			
	1930-31	1940-41	1946-47	1950-51	1952-53	1930-31 1952-53	1940-41 1952-53	1946-47 1952-53	1950-51 1952-53
1	2	3	4	5	6	7	8	9	10
Classroom teachers:									
Elementary school[2]	$1,162	$1,149	$1,864	$2,683	$3,118	168.3%	171.4%	67.3%	16.2%
Junior high school	1,360	1,301	2,087	2,903	3,233	137.7	148.5	54.9	11.4
High school	1,547	1,428	2,274	3,067	3,498	126.1	145.0	53.8	14.1
Part-time or continuation school	700	550	800	3,693	4,375	525.0	695.5	446.9	18.5
Total all regular classroom teachers[3]	1,307	1,273	2,044	2,831	3,275	150.6	157.3	60.2	15.7
Supervising assistant principals, deans, and department heads:									
High school	.....	.....	.....	4,350	4,700	....	....	....	8.0
Principals:									
Elementary school:									
Teaching	1,409	1,350	2,071	3,001	3,483	147.2	158.0	68.2	16.1
Supervising	2,175	1,878	2,900	4,053	4,388	101.7	133.7	51.3	8.3
Total	1,459	1,410	2,272	3,220	3,871	165.3	174.5	70.4	20.2
Junior high school:									
Teaching	.....	.....	2,413	3,400	3,725	....	....	54.4	9.6
Supervising	.....	.....	3,083	3,775	4,113	....	....	33.4	9.0
Total	1,775	1,596	2,625	3,550	3,917	120.7	145.4	49.2	10.3
High school:									
Teaching	.....	.....	2,939	3,682	4,050	....	....	37.8	10.0
Supervising	.....	.....	3,283	4,283	4,690	....	....	42.9	9.5
Total	2,403	2,136	3,197	4,177	4,598	91.3	115.3	43.8	10.1
Administrative and supervisory staff:									
Superintendents of schools	3,565	3,219	4,225	5,526	6,043	69.5	87.7	43.0	9.4
Secretaries of boards of education	−500	−500	703	1,285	1,838	....	....	161.5	43.0
Business managers	.....	1,950	3,233	4,200	4,200	....	115.4	29.9	0.0
Superintendents of buildings and grounds	2,150	1,570	2,925	3,500	4,025	87.2	156.4	37.6	15.0
Directors and supervisors of:									
Educational divisions:									
Elementary education	.....	.....	.....	4,260	4,300	....	....	....	0.9
Secondary education	.....	.....	.....	.....	4,650	....	....	....	....
Special education	....	.....	.....	.....	4,200	....	....	....	....
Special subjects:									
Vocational education	2,500	1,950	3,300	3,775	4,950	98.0	153.8	50.0	31.1
Physical and health education	1,756	1,713	2,400	3,850	4,100	133.5	139.3	70.8	6.5
Music	1,439	1,428	2,196	3,480	4,050	181.4	183.6	84.4	16.4
Other school employees:									
Secretarial and clerical employees:									
Secretaries to superintendents of schools	885	878	1,584	2,000	2,246	153.8	155.8	41.8	12.3
Clerks in principals' offices	781	787	1,465	1,730	2,141	174.1	172.0	46.1	23.8
Clerks in other administrative and supervisory offices	764	825	1,721	2,050	2,139	180.0	159.3	24.3	4.3
Janitors	1,190	1,180	1,875	2,403	2,786	134.1	136.1	48.6	15.9
Nurses	1,546	1,296	2,021	2,686	3,053	97.5	135.6	51.1	13.7
Attendance officers	−600	−300	2,050	2,525	2,125	....	....	3.7	−15.8

[1] A minus sign (−) before a median figure means that the exact median cannot be calculated from the information given, but it is somewhat below the sum following the minus sign.
[2] Includes kindergarten teachers.
[3] Includes regular kindergarten, elementary, junior high, and high-school teachers.

population of the district in which the teacher is employed, there is a considerable amount of overlapping in the distribution of the salaries. There are some types of positions in the larger districts in which many individuals receive lower salaries than some persons in like positions in the smaller districts.

Differences in the experience and training of the individuals involved, the salary schedules of the districts, and variations in living costs are among the factors which account for this overlapping. It will be seen that the larger centers, in general, show a wider spread of salaries than the smaller districts.

Tables 9 to 16 also give the total number of the various employees reported by the urban school districts covered in this survey and the median and arithmetic mean for each type and size.

The usual tendency for salaries to increase with the size of the district is one of the major causes of a high employment turnover in rural areas and small towns. It made for an acute teacher shortage in the war years between 1941 and 1945 by drawing school personnel from the small to the large communities. On the basis of the percent of increase in median salaries, as indicated in Part II, the largest urban areas have less real advantage today than they had in 1930-31.

These tables also show a tendency to continue paying higher salaries to teachers giving instruction to older children. For trends in salary scheduling see the section beginning on page 88.

TABLE 9.—DISTRIBUTION OF SALARIES PAID TEACHERS IN URBAN SCHOOL DISTRICTS OVER 30,000 IN POPULATION IN 1952-53

Salary groups	Elementary-school teachers			Junior high-school teachers			High-school teachers		
	Group I [1]	Group II [1]	Group III [1]	Group I	Group II	Group III	Group I	Group II	Group III
1	2	3	4	5	6	7	8	9	10
$6,600 and over	42	41	10	117	46	9	494	261	84
6,400–6,599	2	.....	37	9	1	16	5,548	36	105
6,200–6,399	435	94	35	905	23	61	623	133	148
6,000–6,199	3,213	7	37	1,367	46	86	1,748	178	296
5,800–5,999	7,254	540	74	75	71	90	3,523	589	436
5,600–5,799	1,593	391	359	591	366	225	2,224	995	612
5,500–5,599	2,126	162	216	410	103	102	688	501	331
5,400–5,499	1,528	303	290	307	247	143	1,845	579	463
5,300–5,399	623	517	286	219	370	127	1,243	638	382
5,200–5,299	1,978	736	268	1,072	263	236	2,427	1,191	650
5,100–5,199	796	836	448	180	355	249	600	823	558
5,000–5,099	681	1,575	748	207	495	338	627	1,495	761
4,900–4,999	5,605	856	717	107	235	337	563	620	718
4,800–4,899	3,986	2,347	1,153	450	573	570	1,050	1,814	884
4,700–4,799	634	1,614	938	297	561	452	420	1,187	893
4,600–4,699	1,889	1,490	1,400	288	535	491	628	1,080	933
4,500–4,599	2,192	2,206	1,256	589	657	612	460	1,054	1,095
4,400–4,499	1,111	2,060	1,418	195	418	570	272	881	869
4,300–4,399	1,785	2,469	1,629	263	717	634	607	1,133	1,123
4,200–4,299	951	2,083	1,877	194	411	655	399	991	1,022
4,100–4,199	1,830	2,048	2,046	300	651	638	286	1,130	1,085
4,000–4,099	1,652	2,587	2,236	442	532	676	462	1,116	1,001
3,900–3,999	1,049	2,444	2,127	189	521	550	904	851	935
3,800–3,899	2,087	2,642	2,192	496	722	545	411	1,108	743
3,700–3,799	874	2,892	2,116	171	665	579	186	1,027	740
3,600–3,699	3,050	2,687	2,358	398	609	553	309	957	749
3,500–3,599	1,100	2,616	2,350	188	503	526	122	726	611
3,400–3,499	2,088	3,100	2,261	306	676	474	210	913	696
3,300–3,399	1,860	2,472	2,319	95	487	506	69	734	550
3,200–3,299	1,571	2,401	2,547	249	540	544	133	663	642
3,100–3,199	649	2,472	1,876	92	473	364	41	684	466
3,000–3,099	1,301	2,878	2,889	218	497	532	113	712	541
2,900–2,999	104	2,104	1,546	15	472	254	20	484	336
2,800–2,899	410	2,075	1,734	92	411	293	40	495	399
2,700–2,799	145	1,774	1,162	43	299	187	16	301	304
2,600–2,699	17	1,280	1,119	4	174	182	2	337	210
2,500–2,599	127	1,096	789	15	185	97	20	204	184
2,400–2,499	23	1,054	684	1	116	94	.....	197	134
2,300–2,399	.....	588	307	.....	33	39	.....	75	72
2,200–2,299	8	223	268	.....	14	32	.....	31	33
2,100–2,199	.....	205	164	.....	3	19	.....	12	20
2,000–2,099	.....	155	141	.....	8	10	.....	17	17
Below 2,000	.....	535	237	.....	20	8	.....	59	17
Total	58,369	62,655	48,664	11,156	15,104	13,705	29,333	29,012	22,848
Median	$4,817	$3,756	$3,682	$4,897	$4,023	$4,069	$5,526	$4,360	$4,292
Arithmetic mean	$4,680	$3,803	$3,736	$4,883	$4,063	$4,068	$5,457	$4,333	$4,290

[1] For population ranges, see Table 1, page 69.

IV. Indexes of Relationships of Median Salaries

Tables 17 and 18 show comparisons of median salaries by the use of index numbers based on the tables in Section II. In each population group the median salary of the elementary-school classroom teachers is taken as 100 for each of three school years—1930-31, 1940-41, and 1952-53.

The figures are of most significance for positions generally found in all school systems such as the three major groups: classroom teachers, principals, and superintendents of schools. Positions that occur least often are likely to be found only in the school systems where relatively high salaries are paid, thus resulting in high medians for the positions.

Substantial changes in relationships from 1930-31 to 1952-53 are shown. As noted earlier, there has been a shift toward closing the gap between classroom teachers in elementary schools and in high schools.

TABLE 10.—DISTRIBUTION OF SALARIES PAID TEACHERS IN URBAN SCHOOL DISTRICTS UNDER 30,000 IN POPULATION IN 1952-53

Salary groups	Elementary-school and kindergarten teachers			Junior high-school teachers			High-school teachers		
	Group IV [1]	Group V [1]	Group VI [1]	Group IV	Group V	Group VI	Group IV	Group V	Group VI
1	2	3	4	5	6	7	8	9	10
$6,100 and over	146	47	2	16	2	.....	354	54	.....
6,000–6,099	41	11	3	10	5	.....	91	24	5
5,900–5,999	56	27	5	15	.....	.....	108	10	.....
5,800–5,899	118	20	4	19	.....	.....	149	16	2
5,700–5,799	92	13	5	13	1	.....	176	16	3
5,600–5,699	123	7	1	31	.....	.....	168	29	3
5,500–5,599	159	18	6	35	7	.....	239	59	12
5,400–5,499	158	20	3	30	.....	.....	254	35	8
5,300–5,399	203	40	6	29	1	.....	252	83	12
5,200–5,299	213	35	6	64	8	.....	380	91	14
5,100–5,199	223	37	16	88	6	.....	420	89	28
5,000–5,099	289	77	7	89	16	1	500	111	51
4,900–4,999	365	60	6	113	8	.....	549	152	26
4,800–4,899	444	85	30	157	15	1	776	214	80
4,700–4,799	549	133	19	174	24	.....	814	268	78
4,600–4,699	699	141	36	196	30	3	869	294	99
4,500–4,599	846	151	39	260	27	1	1,062	369	174
4,400–4,499	1,030	251	52	213	53	5	1,080	437	125
4,300–4,399	1,218	333	84	289	51	3	1,059	472	167
4,200–4,299	1,255	364	156	340	71	8	1,329	614	200
4,100–4,199	1,586	414	107	358	74	7	1,237	536	208
4,000–4,099	1,967	600	219	464	96	17	1,593	744	316
3,900–3,999	1,838	671	202	356	97	16	1,249	682	261
3,800–3,899	2,153	724	273	390	85	22	1,314	699	275
3,700–3,799	2,363	900	360	404	101	30	1,244	793	316
3,600–3,699	2,330	1,011	329	408	124	26	1,296	850	316
3,500–3,599	2,709	1,050	417	408	129	40	1,042	767	302
3,400–3,499	2,529	1,303	433	468	121	33	1,129	836	381
3,300–3,399	2,683	1,213	484	350	132	41	1,008	806	397
3,200–3,299	2,938	1,282	527	406	140	36	932	698	401
3,100–3,199	2,858	1,694	554	385	124	29	871	669	356
3,000–3,099	3,041	1,622	694	416	183	56	967	825	429
2,900–2,999	2,063	1,249	515	258	121	27	617	520	265
2,800–2,899	2,387	1,553	638	284	130	57	663	651	282
2,700–2,799	1,952	1,007	508	202	67	20	529	388	140
2,600–2,699	1,583	1,017	454	165	64	22	515	371	123
2,500–2,599	1,253	767	412	143	36	8	379	209	96
2,400–2,499	1,020	675	331	110	31	16	352	251	75
2,300–2,399	551	388	201	49	3	4	160	72	25
2,200–2,299	441	340	107	43	22	5	114	97	15
2,100–2,199	304	246	90	37	8	5	76	56	29
2,000–2,099	246	175	84	15	3	10	52	68	53
1,900–1,999	156	198	44	19	.....	1	20	43	11
1,800–1,899	108	168	57	14	.....	5	25	32	12
1,700–1,799	78	79	23	7	1	1	15	12	3
1,600–1,699	56	59	21	5	.....	.....	5	11	2
1,500–1,599	28	46	7	2	.....	.....	13	8	1
1,400–1,499	18	25	7	.....	.....	.....	6	3	.....
1,300–1,399	22	22	2	.....	.....	.....	4	2	.....
1,200–1,299	20	21	.....	.....	.....	.....	1	1	.....
Below 1,200	38	23	.....	.....	.....	.....	.....	.....	.....
Total	49,546	22,412	8,586	8,347	2,217	556	28,057	15,137	6,177
Median	$3,437	$3,190	$3,118	$3,695	$3,436	$3,233	$3,954	$3,620	$3,498
Arithmetic mean	$3,511	$3,257	$3,178	$3,735	$3,511	$3,243	$3,967	$3,660	$3,571

[1] For population ranges, see Table 1, page 69.

TABLE 11.—DISTRIBUTION OF SALARIES PAID PRINCIPALS IN URBAN SCHOOL DISTRICTS OVER 30,000 IN POPULATION IN 1952-53

Salary groups	Elementary-school principals						Junior high-school principals			High-school principals		
	Teaching			Supervising								
	Group I [1]	Group II [1]	Group III [1]	Group I	Group II	Group III	Group I	Group II	Group III	Group I	Group II	Group III
1	2	3	4	5	6	7	8	9	10	11	12	13
$12,000 and over	.....	.....	.....	.....	.....	.....	.....	.....	.....	70	.....	.....
11,000–11,999	.....	.....	.....	.....	.....	.....	.....	.....	.....	15	.....	2
10,000–10,999	.....	.....	.....	.....	.....	.....	.....	6	.....	.....	5	1
9,500– 9,999	.....	.....	.....	7	10	.....	70	.....	.....	95	8	2
9,000– 9,499	.....	.....	.....	128	1	.....	23	4	1	45	10	6
8,800– 8,999	.....	.....	.....	2	6	.....	1	3	1	2	3	7
8,600– 8,799	.....	.....	.....	52	1	.....	8	4	1	4	7	11
8,400– 8,599	.....	.....	.....	25	5	5	5	8	4	14	17	9
8,200– 8,399	.....	.....	.....	84	6	3	1	5	3	31	21	6
8,000– 8,199	.....	.....	.....	351	7	4	11	8	5	20	17	22
7,800– 7,999	.....	.....	.....	58	13	6	6	13	1	13	30	20
7,600– 7,799	.....	.....	.....	26	29	28	40	10	11	37	32	15
7,400– 7,599	.....	.....	.....	330	45	18	15	12	11	5	30	33
7,200– 7,399	.....	4	.....	502	70	47	30	27	12	19	43	24
7,000– 7,199	.....	.....	.....	94	100	41	9	14	9	11	35	21
6,800– 6,999	.....	4	.....	143	123	48	5	39	17	11	52	29
6,600– 6,799	.....	.....	2	240	144	72	13	32	12	11	37	29
6,400– 6,599	.....	1	.....	116	148	100	5	41	45	5	38	35
6,200– 6,399	.....	1	4	89	300	105	6	40	40	1	26	25
6,000– 6,199	.....	.....	6	64	232	169	3	34	53	6	30	39
5,800– 5,999	.....	3	5	123	305	196	6	46	31	6	24	33
5,600– 5,799	1	3	3	58	331	197	3	41	61	.....	22	29
5,400– 5,599	1	7	8	53	330	270	.....	28	58	1	28	25
5,200– 5,399	.....	23	11	31	233	231	.....	24	37	.....	11	19
5,000– 5,199	1	16	30	14	211	258	.....	34	20	.....	16	16
4,800– 4,999	2	38	36	3	204	236	.....	18	17	.....	5	12
4,600– 4,799	.....	26	53	5	153	195	1	11	21	.....	6	15
4,400– 4,599	1	59	74	3	97	152	.....	10	11	.....	6	5
4,200– 4,399	.....	62	75	.....	114	108	.....	4	6	.....	5	3
4,000– 4,199	.....	32	73	.....	101	106	.....	3	6	.....	5	2
3,800– 3,999	.....	25	33	.....	43	84	.....	3	3	.....	.....	4
3,600– 3,799	.....	75	44	.....	18	56	.....	1	1	.....	2	1
3,400– 3,599	.....	11	34	.....	12	32	.....	.....	1	.....	.....	1
3,200– 3,399	.....	13	42	2	7	30	.....	1	.....	.....	1	.....
3,000– 3,199	.....	10	25	.....	9	4	.....	.....	.....	.....	.....	.....
Below 3,000	.....	35	33	.....	3	11	.....	.....	.....	.....	.....	.....
Total	6	448	591	2,603	3,411	2,812	261	524	499	422	572	501
Median	$5,000	$4,274	$4,231	$7,305	$5,703	$5,316	$7,773	$6,220	$5,848	$9,156	$6,892	$6,523
Arithmetic mean	$5,100	$4,238	$4,183	$7,254	$5,714	$5,348	$8,168	$6,303	$5,946	$9,335	$6,875	$6,603

[1] For population ranges, see Table 1, page 69.

TABLE 12.—DISTRIBUTION OF SALARIES PAID PRINCIPALS IN URBAN SCHOOL DISTRICTS UNDER 30,000 IN POPULATION IN 1952-53

Salary groups	Elementary-school principals						Junior high-school principals						High-school principals					
	Teaching			Supervising			Teaching			Supervising			Teaching			Supervising		
	Group IV [1]	Group V [1]	Group VI [1]	Group IV	Group V	Group VI	Group IV	Group V	Group VI	Group IV	Group V	Group VI	Group IV	Group V	Group VI	Group IV	Group V	Group VI
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19
$8,000 and over	.....	.....	.....	17	.....	.....	.....	.....	.....	1	.....	.....	.....	.....	.....	38	4	.....
7,800–7,999	.....	.....	.....	3	1	.....	.....	.....	.....	4	.....	.....	.....	.....	.....	10	1	.....
7,600–7,799	.....	.....	.....	5	3	.....	.....	.....	.....	2	2	.....	.....	.....	.....	7	3	.....
7,400–7,599	.....	.....	.....	6	.....	.....	.....	.....	.....	8	.....	.....	.....	.....	.....	20	6	.....
7,200–7,399	.....	.....	.....	23	4	.....	.....	.....	.....	3	.....	.....	.....	.....	.....	15	4	.....
7,000–7,199	.....	.....	.....	28	1	.....	.....	1	.....	7	.....	.....	.....	.....	.....	27	4	3
6,800–6,999	.....	.....	.....	29	2	2	.....	.....	.....	9	1	.....	2	.....	.....	22	5	1
6,600–6,799	1	.....	.....	29	8	.....	.....	.....	.....	6	.....	.....	.....	.....	.....	38	6	2
6,400–6,599	.....	.....	.....	44	9	1	.....	.....	.....	15	3	.....	.....	.....	.....	40	13	4
6,200–6,399	.....	.....	.....	54	8	1	.....	.....	.....	15	2	.....	1	.....	.....	53	21	3
6,000–6,199	2	.....	.....	77	18	2	.....	.....	.....	17	.....	.....	.....	1	.....	79	38	5
5,800–5,999	4	.....	.....	98	15	3	.....	.....	.....	29	.....	.....	3	.....	.....	69	44	7
5,600–5,799	8	.....	.....	149	12	4	.....	.....	.....	25	4	1	.....	.....	.....	84	34	9
5,400–5,599	13	1	1	152	39	19	.....	2	.....	34	15	.....	1	3	.....	65	62	21
5,200–5,399	18	9	2	173	49	13	.....	.....	.....	47	5	1	2	.....	1	57	57	21
5,000–5,199	38	10	1	207	69	18	.....	.....	.....	27	12	.....	3	1	3	69	75	25
4,800–4,999	49	20	3	208	70	17	2	.....	.....	35	13	.....	1	1	.....	48	65	21
4,600–4,799	91	25	1	185	70	21	1	1	2	28	11	2	5	3	2	29	49	36
4,400–4,599	116	40	10	198	72	18	2	3	3	39	12	4	6	4	7	25	60	39
4,200–4,399	135	71	10	160	65	18	4	5	3	15	12	2	3	2	7	25	31	27
4,000–4,199	178	78	15	156	69	28	4	8	2	16	21	5	1	4	7	20	38	17
3,800–3,999	164	87	37	127	52	21	3	11	1	8	7	5	1	5	5	8	15	15
3,600–3,799	159	91	28	86	50	16	2	3	8	6	7	1	5	3	5	10	10	4
3,400–3,599	134	117	36	63	41	6	3	1	3	4	1	1	3	2	4	7	8	9
3,200–3,399	117	108	37	46	16	8	1	2	2	4	3	3	2	2	5	7	3	5
3,000–3,199	70	78	31	21	17	10	1	4	2	2	2	1	1	2	1	4	4	3
2,800–2,999	47	56	12	13	4	4	.....	4	1	3	2	1	2	1	1	.....	1	.....
2,600–2,799	36	32	18	13	8	3	.....	.....	1	.....	.....	.....	2	2	.....	3	1	.....
2,400–2,599	11	17	8	6	4	4	.....	1	.....	1	.....	.....	1	.....	1	.....	.....	1
Below 2,400	14	37	5	3	11	3	1	.....	.....	.....	.....	.....	.....	2	2	.....	2	.....
Total	1,405	877	255	2,379	787	240	24	46	28	410	135	27	45	38	51	879	664	278
Median	$3,936	$3,586	$3,483	$4,900	$4,564	$4,388	$4,033	$3,957	$3,725	$5,272	$4,607	$4,113	$4,450	$4,000	$4,050	$5,749	$5,120	$4,690
Arithmetic mean	$3,940	$3,618	$3,518	$4,954	$4,568	$4,391	$3,954	$3,932	$3,807	$5,315	$4,687	$4,091	$4,388	$4,012	$3,948	$5,781	$5,167	$4,783

[1] For population ranges, see Table 1, page 69.

TABLE 13.—DISTRIBUTION OF SALARIES PAID CERTAIN ADMINISTRATIVE AND SUPERVISORY OFFICERS IN URBAN SCHOOL DISTRICTS OVER 30,000 IN POPULATION IN 1952-53

Salary groups	Superintendents of schools			Assistant, associate, or deputy superintendents			Secretaries of boards of education			Directors and supervisors of elementary education			Directors and supervisors of music			Directors and supervisors of physical and health education		
	Group I [1]	Group II [1]	Group III [1]	Group I	Group II	Group III	Group I	Group II	Group III	Group I	Group II	Group III	Group I	Group II	Group III	Group I	Group II	Group III
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19
$25,000 and over	3	.....	.....	1	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
20,000–24,999	5	2	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
18,000–19,999	4	3	2	.....	.....	.....	1	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
16,000–17,999	2	9	3	13	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
14,000–15,999	3	29	25	4	.....	.....	2	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
12,000–13,999	1	33	60	66	14	.....	1	2	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
10,000–11,999	.....	26	111	32	46	12	2	5	2	.....	.....	.....	3	.....	.....	5	1	.....
9,500– 9,999	.....	2	20	16	17	9	.....	1	1	.....	.....	.....	1	1	.....	.....	1	.....
9,000– 9,499	.....	2	31	3	29	15	2	2	2	2	.....	2	1	1	.....	.....	1	.....
8,500– 8,999	.....	3	21	7	24	16	.....	4	4	3	3	2	.....	1	.....	1	2	3
8,000– 8,499	.....	2	18	5	27	15	.....	3	6	2	10	2	5	1	.....	2	7	3
7,500– 7,999	.....	1	24	5	19	27	1	5	6	5	8	5	5	5	4	8	8	1
7,000– 7,499	.....	1	16	.....	17	20	.....	6	8	22	9	13	7	7	3	8	10	5
6,500– 6,999	.....	.....	1	.....	6	22	1	5	9	16	32	20	21	20	11	10	18	21
6,000– 6,499	.....	.....	.....	.....	7	21	.....	1	14	8	31	41	9	26	25	12	30	36
5,500– 5,999	.....	.....	1	.....	.....	7	.....	2	11	3	30	44	3	27	49	2	27	40
5,000– 5,499	.....	.....	.....	.....	3	5	1	3	15	3	21	42	4	23	86	2	21	64
4,800– 4,999	.....	.....	.....	.....	.....	.....	.....	.....	2	.....	3	15	.....	4	36	.....	3	16
4,600– 4,799	.....	.....	.....	.....	.....	.....	.....	.....	2	.....	6	6	1	4	30	.....	1	21
4,400– 4,599	.....	.....	.....	.....	.....	.....	1	2	7	1	7	15	.....	4	25	.....	5	13
4,200– 4,399	.....	.....	.....	.....	.....	.....	.....	.....	4	.....	6	9	.....	3	16	.....	1	10
4,000– 4,199	.....	.....	.....	.....	.....	.....	.....	4	1	.....	5	6	.....	2	13	.....	1	4
3,800– 3,999	.....	.....	.....	.....	.....	.....	.....	1	3	.....	1	4	.....	3	12	.....	.....	6
3,600– 3,799	.....	.....	.....	.....	.....	.....	.....	.....	2	.....	.....	5	.....	.....	14	.....	1	1
3,400– 3,599	.....	.....	.....	.....	.....	.....	.....	.....	4	.....	.....	2	.....	1	6	.....	1	3
3,200– 3,399	.....	.....	.....	.....	.....	.....	.....	3	2	.....	1	.....	.....	3	5	.....	1	.....
3,000– 3,199	.....	.....	.....	.....	.....	.....	.....	2	2	.....	.....	.....	.....	2	2	.....	1	2
Below 3,000	.....	.....	.....	.....	.....	.....	.....	.....	1	.....	.....	.....	.....	.....	2	.....	.....	.....
Total	18	113	333	152	209	169	12	51	108	65	173	233	60	138	339	50	141	249
Median	$18,382	$13,000	$10,290	$12,402	$9,000	$7,500	$10,182	$7,188	$5,775	$7,037	$6,065	$5,600	$6,610	$5,807	$5,000	$6,900	$6,124	$5,400
Arithmetic mean	$19,706	$12,998	$10,508	$12,031	$9,096	$7,691	$10,512	$7,026	$5,917	$6,997	$6,081	$5,648	$7,024	$5,819	$5,033	$7,279	$6,193	$5,458

[1] For population ranges, see Table 1, page 69.

TABLE 14.—DISTRIBUTION OF SALARIES PAID CERTAIN ADMINISTRATIVE AND SUPERVISORY OFFICERS IN URBAN SCHOOL DISTRICTS UNDER 30,000 IN POPULATION IN 1952-53

Salary groups	Superintendents of schools			Secretaries of boards of education			Superintendents of buildings and grounds			Directors and supervisors of music			Directors and supervisors of physical and health education		
	Group IV [1]	Group V [1]	Group VI [1]	Group IV	Group V	Group VI	Group IV	Group V	Group VI	Group IV	Group V	Group VI	Group IV	Group V	Group VI
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16
$14,000 and over	12	2	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
13,000–13,999	11	1	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
12,000–12,999	17	3	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
11,000–11,999	28	5	1	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
10,000–10,999	64	15	2	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
9,500– 9,999	47	11	2	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
9,000– 9,499	97	26	7	.....	.....	.....	1	.....	.....	.....	.....	.....	.....	.....	.....
8,500– 8,999	63	31	8	1	.....	.....	1	.....	.....	.....	.....	.....	.....	.....	.....
8,000– 8,499	144	75	13	.....	.....	.....	1	.....	.....	.....	.....	.....	.....	.....	.....
7,500– 7,999	114	61	22	1	.....	.....	3	.....	.....	1	.....	.....	2	.....	.....
7,000– 7,499	113	132	47	1	.....	.....	1	.....	.....	1	.....	.....	3	.....	.....
6,500– 6,999	74	124	71	1	.....	.....	6	.....	.....	.....	.....	.....	10	2	.....
6,000– 6,499	63	134	87	3	.....	.....	14	.....	.....	11	.....	.....	9	1	.....
5,800– 5,999	9	36	18	1	.....	.....	1	.....	.....	10	.....	.....	6	.....	.....
5,600– 5,799	6	35	37	1	.....	.....	11	.....	.....	13	2	.....	7	.....	.....
5,400– 5,599	9	36	36	7	.....	.....	17	.....	.....	14	3	1	18	3	.....
5,200– 5,399	3	24	28	2	.....	.....	16	3	.....	16	1	1	11	5	1
5,000– 5,199	7	15	52	11	2	.....	26	1	1	27	4	.....	20	1	1
4,800– 4,999	2	12	15	9	1	.....	30	6	2	29	3	.....	29	.....	.....
4,600– 4,799	3	10	11	5	3	.....	17	2	.....	27	7	.....	14	4	1
4,400– 4,599	.....	4	7	12	2	1	32	5	1	51	11	1	22	5	.....
4,200– 4,399	.....	2	10	15	3	1	41	11	2	40	15	1	17	5	2
4,000– 4,199	.....	1	4	19	7	3	32	3	2	45	11	3	20	6	.....
3,800– 3,999	.....	1	.....	14	5	1	20	7	1	34	17	1	11	8	1
3,600– 3,799	.....	.....	6	14	11	2	24	17	3	35	18	1	15	4	1
3,400– 3,599	.....	.....	1	8	6	1	14	4	1	25	17	1	19	8	2
3,200– 3,399	1	.....	1	14	6	4	19	9	.....	25	13	.....	3	5	.....
3,000– 3,199	.....	.....	1	20	9	5	16	3	2	33	11	1	7	4	1
2,800– 2,999	.....	.....	.....	7	7	1	11	3	.....	9	5	1	3	4	.....
2,600– 2,799	.....	.....	.....	7	9	3	5	3	.....	9	2	.....	1	4	.....
2,400– 2,599	.....	.....	.....	17	10	3	3	2	.....	6	5	.....	2	1	.....
2,200– 2,399	.....	.....	.....	6	5	2	.....	.....	.....	1	1	.....	.....	.....	.....
2,000– 2,199	.....	.....	.....	5	10	4	.....	.....	.....	.....	1	.....	.....	.....	.....
1,800– 1,999	.....	.....	.....	5	12	4	.....	.....	.....	.....	.....	.....	.....	.....	.....
1,600– 1,799	.....	.....	.....	3	6	2	.....	.....	.....	.....	.....	.....	.....	.....	.....
1,400– 1,599	.....	.....	.....	11	15	10	.....	.....	.....	.....	.....	.....	.....	.....	.....
1,200– 1,399	.....	.....	.....	12	17	13	.....	.....	.....	.....	.....	.....	.....	.....	.....
1,000– 1,199	.....	.....	.....	6	11	7	.....	.....	.....	.....	.....	.....	.....	.....	.....
Total	887	796	487	238	157	67	362	79	15	462	147	12	249	70	10
Median	$8,053	$6,795	$6,043	$3,533	$2,436	$1,838	$4,379	$3,781	$4,025	$4,243	$3,806	$4,050	$4,656	$3,940	$4,100
Arithmetic mean	$8,302	$6,955	$6,124	$3,483	$2,539	$2,175	$4,480	$3,882	$4,070	$4,271	$3,855	$4,058	$4,695	$4,047	$4,130

[1] For population ranges, see Table 1, page 69.

[1] For population ranges, see Table 1, page 69.

TABLE 15.—DISTRIBUTION OF SALARIES PAID SECRETARIAL AND CLERICAL EMPLOYEES IN 1952-53

Salary groups	Secretaries to superintendents						Clerks in administrative and supervisory offices						Clerks in principals' offices					
	Group I [1]	Group II [1]	Group III [1]	Group IV [1]	Group V [1]	Group VI [1]	Group I	Group II	Group III	Group IV	Group V	Group VI	Group I	Group II	Group III	Group IV	Group V	Group VI
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19
$6,000 and over	2	1	1	.....	.....	.....	3	2	1	1	.....	.....	.....	.....	.....	.....	.....	.....
5,800–5,999	.....	.....	1	.....	.....	.....	27	1	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
5,600–5,799	1	.....	.....	.....	.....	.....	4	1	.....	1	.....	.....	.....	2	.....	.....	.....	.....
5,400–5,599	1	3	.....	.....	.....	.....	9	6	1	.....	.....	.....	1	1	.....	.....	.....	.....
5,200–5,399	1	.....	2	1	1	.....	26	6	1	.....	.....	.....	.....	1	.....	2	.....	.....
5,000–5,199	.....	1	3	2	2	.....	16	8	1	.....	.....	.....	1	20	1	.....	.....	.....
4,800–4,999	1	7	6	4	.....	.....	40	14	4	.....	.....	.....	.....	41	.....	.....	.....	.....
4,600–4,799	2	8	4	6	1	.....	102	17	6	5	.....	.....	.....	4	.....	1	.....	.....
4,400–4,599	3	6	5	9	2	.....	57	35	2	5	1	.....	159	11	.....	3	.....	.....
4,200–4,399	1	6	10	24	2	.....	68	38	19	5	1	.....	10	1	5	.....	1	.....
4,000–4,199	1	12	22	30	9	.....	231	70	28	12	1	.....	19	18	19	5	1	.....
3,800–3,999	1	9	33	29	15	4	155	137	52	19	3	1	615	39	15	9	.....	.....
3,600–3,799	.....	13	41	55	15	5	322	202	109	33	7	3	260	91	55	23	3	4
3,400–3,599	.....	9	27	47	30	8	269	264	123	49	6	1	198	114	80	34	7	4
3,200–3,399	.....	8	29	83	46	13	177	423	197	63	20	2	517	192	148	53	15	5
3,000–3,199	.....	11	43	106	65	26	214	450	237	88	20	3	988	322	215	114	27	14
2,900–2,999	.....	.....	7	34	19	2	183	219	104	38	8	1	432	144	135	52	15	2
2,800–2,899	.....	1	15	38	25	14	160	223	123	64	10	3	412	187	132	85	22	6
2,700–2,799	.....	2	14	66	31	10	72	258	184	74	17	5	185	224	233	97	34	9
2,600–2,699	.....	2	6	38	36	15	69	226	116	63	16	3	108	239	178	102	26	5
2,500–2,599	.....	.....	7	32	39	18	47	265	134	66	13	2	75	250	211	143	43	9
2,400–2,499	.....	.....	7	49	78	19	70	223	145	97	30	6	131	307	207	154	60	13
2,300–2,399	.....	1	.....	24	19	12	37	201	99	52	9	3	74	220	176	136	36	13
2,200–2,299	.....	.....	2	24	31	13	128	205	108	97	11	5	173	293	216	170	56	15
2,100–2,199	.....	.....	4	30	41	23	8	140	122	79	25	9	156	259	201	207	65	11
2,000–2,099	.....	.....	1	17	22	19	11	77	75	69	24	4	44	238	189	193	58	15
1,900–1,999	.....	.....	2	17	20	18	13	53	71	64	12	1	55	209	120	164	56	8
1,800–1,899	.....	.....	1	16	38	28	2	83	55	54	25	11	36	304	156	201	82	19
1,700–1,799	.....	.....	.....	2	9	8	2	38	40	32	11	3	42	314	102	123	46	8
1,600–1,699	.....	.....	.....	6	10	11	1	26	22	35	11	9	3	275	132	112	38	10
Below 1,600	.....	.....	.....	9	27	40	2	27	32	59	33	12	13	504	314	311	154	41
Total	14	100	293	798	633	306	2,525	3,938	2,211	1,224	314	87	4,707	4,824	3,240	2,494	845	211
Median	$4,653	$3,864	$3,453	$2,991	$2,555	$2,246	$3,455	$2,866	$2,747	$2,473	$2,356	$2,139	$3,118	$2,307	$2,407	$2,169	$2,080	$2,141
Arithmetic mean	$5,167	$3,927	$3,462	$3,012	$2,637	$2,315	$3,461	$2,917	$2,781	$2,551	$2,386	$2,209	$3,117	$2,388	$2,424	$2,229	$2,122	$2,181

[1] For population ranges, see Table 1, page 69.

TABLE 16.—DISTRIBUTION OF SALARIES PAID OTHER SCHOOL EMPLOYEES IN 1952-53

Salary groups	Attendance officers						Nurses						Janitors [2]		
	Group I [1]	Group II [1]	Group III [1]	Group IV [1]	Group V [1]	Group VI [1]	Group I	Group II	Group III	Group IV	Group V	Group VI	Group IV	Group V	Group VI
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16
$6,000 and over	61	10	1	6	.....	.....	.....	1	7	2	.....	.....	.....	.....	.....
5,500–5,999	92	20	3	6	.....	.....	15	12	9	11	4	1	4	.....	.....
5,000–5,499	87	35	8	5	1	.....	36	83	32	36	6	.....	10	7	.....
4,500–4,999	76	83	9	19	.....	1	113	178	77	59	11	4	60	15	7
4,400–4,499	263	15	1	4	.....	.....	7	32	30	13	3	1	16	6	2
4,300–4,399	12	29	3	3	1	.....	18	50	40	32	9	2	36	8	13
4,200–4,299	18	16	2	4	.....	.....	61	46	27	34	8	.....	59	21	9
4,100–4,199	9	18	6	7	.....	.....	6	43	31	29	12	1	81	14	9
4,000–4,099	29	28	.....	13	2	.....	75	42	35	45	14	5	134	31	10
3,900–3,999	13	34	7	10	2	.....	45	46	31	45	12	6	159	37	16
3,800–3,899	31	23	2	5	2	.....	24	33	51	37	23	4	178	41	14
3,700–3,799	25	14	9	5	2	.....	51	60	45	43	18	4	256	47	26
3,600–3,699	71	20	8	9	11	1	36	65	40	49	28	3	384	104	61
3,500–3,599	18	11	4	12	1	.....	26	46	44	59	26	6	337	68	46
3,400–3,499	47	20	6	15	4	.....	68	51	45	48	22	5	505	132	50
3,300–3,399	5	29	10	10	3	1	10	82	61	51	31	5	571	177	50
3,200–3,299	175	19	3	20	.....	2	34	54	39	46	29	10	632	190	77
3,100–3,199	8	23	1	11	6	1	5	55	56	49	22	9	720	221	65
3,000–3,099	39	7	6	19	10	.....	20	44	38	71	29	16	851	348	140
2,900–2,999	6	18	4	13	3	.....	2	48	27	44	23	6	647	259	66
2,800–2,899	13	10	8	9	1	1	24	45	26	35	31	10	721	282	93
2,700–2,799	4	6	3	14	7	1	27	55	35	31	18	7	584	374	131
2,600–2,699	.....	18	3	10	2	2	17	23	26	30	16	10	528	306	91
2,500–2,599	1	7	8	8	3	1	.....	30	13	27	12	4	521	242	91
2,400–2,499	.....	3	3	6	3	1	19	3	13	29	23	8	608	313	114
2,300–2,399	.....	3	2	2	1	.....	1	4	11	6	5	5	287	137	54
2,200–2,299	.....	16	2	5	7	.....	.....	15	4	9	4	5	313	174	32
2,100–2,199	.....	4	8	11	6	2	.....	1	5	2	5	3	288	147	49
2,000–2,099	.....	2	1	10	1	1	.....	6	11	5	2	2	145	114	22
1,900–1,999	.....	1	1	2	2	1	.....	7	6	1	.....	1	175	105	41
1,800–1,899	.....	8	1	8	5	.....	.....	11	6	2	2	.....	200	128	43
1,700–1,799	.....	2	.....	.....	1	.....	.....	6	1	2	1	2	103	40	8
1,600–1,699	.....	.....	.....	2	.....	.....	.....	3	.....	.....	1	.....	140	70	24
1,500–1,599	.....	1	9	3	3	1	.....	8	5	1	2	1	171	70	17
1,400–1,499	.....	.....	.....	4	3	1	.....	.....	.....	.....	.....	.....	99	37	11
1,300–1,399	.....	.....	.....	2	5	2	.....	.....	.....	.....	1	.....	59	33	14
1,200–1,299	.....	.....	.....	1	6	1	.....	.....	.....	.....	.....	1	151	52	17
Below 1,200	.....	.....	.....	12	5	6	.....	.....	.....	.....	.....	.....	348	112	31
Total	1,103	553	142	305	109	27	740	1,288	927	983	453	147	11,081	4,462	1,544
Median	$4,410	$3,934	$3,380	$3,203	$2,721	$2,125	$3,913	$3,672	$3,581	$3,504	$3,302	$3,053	$2,915	$2,740	$2,786
Arithmetic mean	$4,306	$3,908	$3,388	$3,239	$2,624	$2,206	$3,917	$3,732	$3,635	$3,568	$3,335	$3,099	$2,837	$2,700	$2,779

[1] For population ranges, see Table 1, page 69.

[2] Because of the diversity of janitorial positions in urban school districts over 30,000, no composite figures for janitors have been made for Groups I, II, and III. Detailed information for operation and maintenance employees for these groups will be published later in a special report.

In 1930-31 the high-school median in Group I was 27 percent higher than the elementary-school median; in 1952-53 it is only 15 percent higher. About the same change is shown in Groups II thru VI.

Changes also have occurred in the relationship of administrative salaries to those of classroom teachers. In Group I, for example, the superintendent's median was 527 percent higher in 1930-31 than the elementary-school teacher's median, but was only 282 percent higher in 1952-53. Similar shifts can be noted for administrative and supervisory positions.

The effect or lack of effect of the population size on salary relationships may be studied in Tables 17 and 18. Size seems to make little difference so far as classroom teachers are concerned; the high-school median is from 12 to 17 percent higher in 1952-53 than the elementary-school median in all population groups. Superintendents of schools, however, show a definite progression from salaries 94 percent above elementary-school teachers in Group VI to 282 percent in Group I.

TABLE 17.—INDEX RELATIONSHIPS OF MEDIAN SALARIES IN URBAN SCHOOL DISTRICTS OVER 30,000 IN POPULATION, 1930-31, 1940-41, AND 1952-53

Type of school employee	Index of relationship, elementary teachers' salary=100								
	Group I [1]			Group II [1]			Group III [1]		
	1930-31	1940-41	1952-53	1930-31	1940-41	1952-53	1930-31	1940-41	1952-53
1	2	3	4	5	6	7	8	9	10
Classroom teachers:									
Kindergarten	96	97	93	99	99	98	100	105	99
Elementary school	100	100	100	100	100	100	100	100	100
Atypical classes	108	101	101	111	110	115	115	111	110
Junior high school	112	115	102	114	110	107	116	115	111
High school	127	128	115	129	120	116	131	127	117
Junior college	...	...	120	...	...	144	...	...	134
Part-time or continuation school	120	116	97	124	104	117	135	131	115
Teaching department heads, deans, and assistant principals:									
Junior high school	...	...	133	...	...	114	...	...	131
High school	...	...	133	...	...	138	...	...	137
Supervising deans, department heads, and assistant principals:									
Elementary school:									
Assistant principals	182	192	137	133	159	141	171	129	133
Junior high school:									
Deans and department heads	...	...	133	...	...	142	...	...	137
Assistant principals	153	189	131	165	156	153	170	166	141
High school:									
Deans	...	...	110	150	141	145	157	153	150
Department heads	...	...	151	...	...	150	...	...	146
Assistant principals	234	171	151	187	172	159	190	192	156
Junior college:									
Deans, department heads, and assistant principals	...	...	189	...	...	170	...	...	166
Principals:									
Teaching elementary school	...	...	104	125	110	114	125	118	115
Supervising elementary school	172	163	152	165	155	152	164	154	144
Junior high school	206	211	161	204	198	166	208	197	159
High school	236	222	190	244	220	183	266	249	177
Junior college	...	...	204	...	...	226	...	...	200
Part-time, continuation, or adult education school	229	209	180	188	189	182	190	196	167
Administrative and supervisory staff:									
Superintendents of schools	627	542	382	486	433	346	420	380	279
Associate, assistant, or deputy superintendents	315	266	257	278	280	240	285	269	204
Administrative assistants	...	...	164	...	...	186	...	...	177
Secretaries of boards of education	260	197	211	219	179	191	156	165	157
Business managers	353	318	249	272	247	200	229	215	179
Auditors	...	...	177	...	...	127	...	...	127
Other school employees:									
Secretarial and clerical employees:									
Secretaries to superintendents of schools	112	140	97	119	105	103	113	103	94
Clerks in principals' offices	63	61	65	56	54	61	65	61	65
Clerks in other administrative and supervisory offices	71	73	72	75	71	76	79	77	75
Nurses	80	79	81	87	89	98	103	101	97
Attendance officers	90	98	92	101	102	105	108	98	92

[1] For population ranges, see Table 1, page 69.

V. Salary Schedules for Classroom Teachers

The questionnaire sent in each of the biennial salary inquiries includes several items on the salary schedule. This section reports the extent to which definite schedules were reported in 1952-53, for each of the six population groups of school districts. For the larger districts of 30,000 population and over, additional facts are reported on the preparation or single salary schedules that are now typical.

TABLE 18.—INDEX RELATIONSHIPS OF MEDIAN SALARIES IN URBAN SCHOOL DISTRICTS UNDER 30,000 IN POPULATION, 1930-31, 1940-41, AND 1952-53

Type of school employee	Index of relationship, elementary teachers' salary = 100								
	Group IV [1]			Group V [1]			Group VI [1]		
	1930-31	1940-41	1952-53	1930-31	1940-41	1952-53	1930-31	1940-41	1952-53
1	2	3	4	5	6	7	8	9	10
Classroom teachers:									
Elementary school [2]	100	100	100	100	100	100	100	100	100
Junior high school	113	112	108	115	113	108	117	113	104
High school	131	126	115	130	126	113	133	124	112
Junior college	...	...	128	...	...	116	...	...	...
Part-time or continuation school	131	116	127	112	66	132	60	48	140
Supervising assistant principals, deans, and department heads:									
Junior high school	...	...	140	...	...	...	...	...	...
High school	...	...	149	...	...	153	...	...	151
Junior college	...	...	135	...	...	...	...	...	...
Principals:									
Elementary school:									
Teaching	122	118	115	121	116	112	121	117	112
Supervising	164	155	143	172	161	143	187	163	141
Total	133	129	130	127	122	126	126	123	124
Junior high school:									
Teaching	...	...	117	...	...	124	...	...	119
Supervising	...	...	153	...	...	144	...	...	132
Total	193	181	152	168	155	137	153	139	126
High school:									
Teaching	...	...	129	...	...	125	...	...	130
Supervising	...	...	167	...	...	161	...	...	150
Total	253	231	166	217	201	159	207	186	147
Junior college presidents, principals, or chief administrators	...	...	177	...	...	155	...	...	...
Administrative and supervisory staff:									
Superintendents of schools	361	328	234	321	293	213	307	280	194
Assistant superintendents	207	218	190	253	213	175	...	...	...
Secretaries of boards of education	88	90	103	43	51	76	...	...	59
Business managers	224	183	152	192	167	142	...	170	135
Superintendents of buildings and grounds	152	147	127	146	164	119	185	137	129
Directors and supervisors of:									
Educational divisions:									
Elementary education	...	...	142	...	...	142	...	...	138
Secondary education	...	...	163	...	...	155	...	...	149
Adult education	...	...	160	...	...	...	...	...	...
Special education	...	...	116	...	...	126	...	...	135
Special subjects:									
Vocational education	211	176	146	180	173	136	215	170	159
Physical and health education	141	143	135	145	139	124	151	149	131
Art	128	127	120	130	124	108	...	...	...
Music	136	132	123	133	127	119	124	124	130
Manual or industrial arts	154	142	122	157	139	122	...	...	...
Home economics	120	117	115	124	116	99	...	...	...
Special services:									
Research, tests, etc.	151	157	128	186	178	129	...	...	...
Guidance	...	...	139	...	...	127	...	...	...
Pupil personnel	...	...	135	...	...	135	...	...	...
Curriculum	...	...	158	...	...	171	...	...	...
Audio-visual education	...	...	135	...	...	133	...	...	...
School library services	...	...	119	...	...	119	...	...	...
Health services	...	...	115	...	...	...	...	...	...
School lunch services	...	...	99	...	...	98	...	...	...
Transportation	...	...	116	...	...	109	...	...	...
Other school employees:									
Secretarial and clerical employees:									
Secretaries to superintendents of schools	102	96	87	91	89	80	76	76	72
Clerks in principals' offices	68	62	63	61	62	65	67	68	69
Clerks in other administrative and supervisory offices	78	74	72	81	70	74	66	72	69
Janitors	95	92	85	98	94	86	102	103	89
Nurses	123	112	102	126	118	104	133	113	98
Attendance officers	84	86	93	...	45	85	...	...	68

[1] For population ranges, see Table 1, page 69.
[2] Includes kindergarten teachers.

Prevalence of Salary Schedules

Almost all the larger districts report the use of a definite salary schedule (Table 19). When districts of all sizes are combined 94 percent have a salary schedule; a number of these are using only the minimum salary schedule set by state authority.

That a minority of even 6 percent of the urban school districts have not taken the basic step in teacher personnel administration of adopting a salary schedule is reason for concern, both in the profession and among laymen.

An overwhelming majority of the schedules examined were of the *single-salary or preparation type,* with equal salaries for elementary-school and secondary-school teachers of equivalent preparation. In 1940-41 only 31.3 percent of the schedules were of this type; by 1950-51, 97.1 percent. No separate count was made in 1952-53 but inspection indicates that the proportion is at least 98 percent.

Differences between elementary-school and secondary-school salaries of classroom teachers, appearing in earlier tables, show that the full effect of the single schedule is still to be felt. Scarcity of professionally prepared elementary-school teachers and higher requirements for high-school positions help to maintain a higher salary level for high-school teachers. In addition is the effect of salary differences in areas where elementary-school and secondary-school teachers, altho both on preparation-type schedules, are in separate school systems and thus on separate schedules.

Minimum and Maximum Salaries

Table 20 shows distributions of minimum and maximum salaries according to the population of the school districts and according to three levels of preparation. Medians of the minimum and maximum salaries are also shown.

Within each population group the medians of the minimums and of the maximums tend to rise with level of preparation. Within each preparation group the medians of the minimums and of the maximums tend to rise with the size of the school district.

For classroom teachers with four years of preparation or bachelor's degrees, the median of minimum salaries is $3100 in Group I, $2900 in Group II, and $2898 in Group III. The medians of maximum salaries for bachelor's-degree teachers are $5300, $4775, and $4628 respectively.

Medians of the minimums and the maximums are also reported in Table 20 for classroom teachers with five years of preparation, a salary class represented in nearly all the schedules analyzed. From a third to a half of the schedules further recognize preparation beyond the master's degree; these schedules are represented in columns 8, 9, and 10 of Table 20.

In Table 21 the salary differentials between successive levels of preparation are tabulated. The two levels of preparation that are found in nearly all of the schedules studied are the four-year and five-year levels. Table 21 shows, in columns 5, 6, and 7, that the maximum salary of the five-year or master's degree level exceeds the maximum salary at the four-year level by a median differential of $306 in Group I districts, $328 in Group II, and $339 in Group III. These differentials range from $1100-$1149 to less than $100.

Scheduled Salary Increments

Essential to a salary schedule is a series of increment steps, usually given annually, for

TABLE 19.—NUMBER OF URBAN SCHOOL DISTRICTS REPORTING SALARY SCHEDULES IN 1952-53

Items	Group I [1]		Group II [1]		Group III [1]		Group IV [1]		Group V [1]		Group VI [1]		Total	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
Does your school system have a salary schedule?														
Yes	18	100.0%	111	98.2%	313	99.1%	863	97.5%	730	92.6%	387	82.5%	2,422	93.5%
No	0	0	2	1.8	3	0.9	22	2.5	58	7.4	82	17.5	167	6.5
Total	18	100.0%	113	100.0%	316	100.0%	885	100.0%	788	100.0%	469	100.0%	2,589	100.0%
Not specified	0	....	0	....	19	....	8	....	10	....	21	....	58	....

[1] For population ranges, see Table 1, page 69.

TABLE 20.—MINIMUM AND MAXIMUM SALARIES IN SINGLE SALARY SCHEDULES IN URBAN SCHOOL DISTRICTS OVER 30,000 IN POPULATION, 1952-53[1]

Salary interval[2]	For classroom teachers with four years' preparation or bachelor's degree			For classroom teachers with five years' preparation or master's degree			For classroom teachers at the highest level of preparation recognized, if higher than master's degree		
	Group I[3]	Group II[3]	Group III[3]	Group I[3]	Group II[3]	Group III[3]	Group I[3]	Group II[3]	Group III[3]
1	2	3	4	5	6	7	8	9	10
	Minimum scheduled salaries								
$4,000 or more	.....	.....	1	.....	.....	2	2	6	9
3,900–3,999	.....	.....	1	.....	2	1	.....	4	2
3,800–3,899	.....	.....	.....	1	4	5	1	.....	5
3,700–3,799	.....	2	1	2	3	3	.....	7	9
3,600–3,699	1	1	5	1	5	14	2	2	10
3,500–3,599	2	4	6	1	6	14	.....	3	5
3,400–3,499	1	7	15	2	4	22	1	6	5
3,300–3,399	1	3	13	.....	5	14	.....	6	6
3,200–3,299	.....	10	21	4	10	31	.....	3	14
3,100–3,199	3	9	18	.....	10	16	.....	8	10
3,000–3,099	4	12	35	2	12	27	.....	3	8
2,900–2,999	.....	9	18	1	14	34	.....	3	5
2,800–2,899	2	8	29	1	10	20	.....	1	9
2,700–2,799	1	17	24	.....	11	22	.....	1	1
2,600–2,699	1	9	30	.....	2	17	.....	.....	1
2,500–2,599	.....	9	19	.....	6	6	.....	4	1
2,400–2,499	.....	8	18	.....	1	6	.....	.....	1
2,300–2,399	.....	1	2	.....	2	4	.....	.....	1
2,200–2,299	.....	3	4	.....	.....	4	.....	.....	.....
Less than 2,200	.....	2	9	.....	1	2	.....	.....	.....
Total number of schedules	16	114	269	15	108	264	6	57	102
Median of the minimum salaries	$3,100	$2,900	$2,898	$3,288	$3,058	$3,063	$3,750	$3,392	$3,300
	Maximum scheduled salaries								
$6,500 or more	.....	.....	1	1	1	1	1	4	7
6,400–6,499	.....	1	.....	.....	.....	1	.....	.....	2
6,300–6,399	1	.....	.....	.....	.....	2	1	2	.....
6,200–6,299	.....	.....	.....	.....	1	.....	.....	2	5
6,100–6,199	.....	.....	1	1	1	3	.....	3	2
6,000–6,099	.....	1	.....	1	.....	3	2	5	8
5,900–5,999	.....	1	2	.....	1	2	1	3	5
5,800–5,899	.....	.....	2	.....	3	12	1	7	3
5,700–5,799	.....	1	4	1	5	6	.....	3	5
5,600–5,699	2	.....	5	4	9	9	.....	3	5
5,500–5,599	1	3	4	1	3	6	.....	4	9
5,400–5,499	2	4	7	3	8	11	.....	4	9
5,300–5,399	2	4	3	1	6	13	.....	4	5
5,200–5,299	5	6	9	.....	9	20	.....	2	2
5,100–5,199	.....	6	6	.....	9	14	.....	2	4
5,000–5,099	.....	14	21	.....	8	25	.....	1	11
4,900–4,999	.....	6	15	.....	.....	6	.....	4	4
4,800–4,899	.....	9	23	1	5	21	.....	2	9
4,700–4,799	1	4	14	.....	7	11	.....	.....	.....
4,600–4,699	1	4	25	1	3	17	.....	3	4
4,500–4,599	.....	9	10	.....	3	21	.....	2	1
4,400–4,499	.....	3	16	.....	.....	3	.....	.....	.....
4,300–4,399	1	3	12	.....	5	8	.....	.....	2
4,200–4,299	.....	.....	16	.....	7	5	.....	1	1
4,100–4,199	.....	3	8	.....	5	10	.....	.....	1
4,000–4,099	.....	10	9	.....	2	12	.....	2	2
3,900–3,999	.....	3	6	.....	1	4	.....	1	.....
3,800–3,899	.....	2	8	.....	2	1	.....	.....	.....
3,700–3,799	.....	2	7	.....	3	3	.....	.....	.....
3,600–3,699	.....	2	8	.....	1	1	.....	.....	1
3,500–3,599	.....	2	5	.....	2	.....	.....	.....	.....
3,400–3,499	.....	5	.....	.....	1	5	.....	.....	1
3,300–3,399	.....	3	3	.....	1	1	.....	.....	.....
3,200–3,299	.....	.....	3	.....	.....	2	.....	.....	.....
3,100–3,199	.....	2	2	.....	.....	3	.....	.....	.....
3,000–3,099	.....	1	8	.....	.....	3	.....	.....	.....
Less than 3,000	.....	.....	7	.....	.....	2	.....	.....	.....
Total number of schedules	16	114	270	15	112	267	6	64	108
Median of the maximum salaries	$5,300	$4,775	$4,628	$5,613	$5,100	$4,908	$6,050	$5,600	$5,467

[1] Figures shown do not include differentials for dependents or for men teachers, nor do they include salaries above maximum which in 14 Group III districts may be granted for outstanding service, and in eight Group III districts and one Group II district may be granted for extremely long service.

[2] Cost-of-living adjustments, where reported, were included in the minimum and maximum scheduled salaries.

[3] For population ranges, see Table 1, page 69.

progress from the minimum to the maximum of each salary class. Information was recorded on increments scheduled in the four-year or bachelor's degree class only.

The number of increments ranges from five in two schedules to 21 in one schedule. The median number, at the four-year bachelor's degree level, is 13 increments. The percent distribution is as follows:

	Group I	*Group II*	*Group III*
20 or more increments	0.0%	0.9%	1.2%
15-19 increments	6.3	34.5	29.1
10-14 increments	87.4	56.6	60.9
5-9 increments	6.3	8.0	8.8
Total	100.0%	100.0%	100.0%
Number of schedules	16	113	261
Median number of increments	12	13	13

In fixing the increments, questions sometimes arise as to uniformity or variety in the size of increments. No one pattern represents majority practice; the percent distribution for the four-year or bachelor's degree level, is as follows:

TABLE 21.—SALARY DIFFERENTIALS BASED ON PROFESSIONAL PREPARATION IN SINGLE SALARY SCHEDULES REPORTED BY URBAN SCHOOL DISTRICTS OVER 30,000 IN POPULATION, 1952-53

Amount of salary differential	Amount by which 4-year level (or bachelor's degree) exceeds 3-year level			Amount by which 5-year level (or master's degree) exceeds 4-year level			Amount by which 6-year level (or doctor's degree) exceeds 5-year level		
	Group I [1]	Group II [1]	Group III [1]	Group I [1]	Group II [1]	Group III [1]	Group I [1]	Group II [1]	Group III [1]
1	2	4	4	5	6	7	8	9	10
At minimum level									
$500 or more	....	9	10	1	....	1	....	....	3
450–499	....	4	8	....	1	2	....	3	1
400–449	1	7	9	....	3	4	....	4	2
350–399	....	....	3	....	3	1	....	2	2
300–349	1	4	18	1	15	19	1	5	6
250–299	....	2	7	....	4	12	....	1	2
200–249	2	13	48	10	37	128	4	14	34
150–199	....	4	16	....	11	18	....	5	13
100–149	....	9	19	2	22	58	....	9	29
50– 99	....	2	5	....	1	5	....	1	6
No difference	2	11	22	1	14	16	....	14	6
Total number of schedules that include the two classes	6	65	165	15	111	264	5	58	104
Median differential	$225	$225	$221	$223	$210	$214	$231	$200	$192
At maximum level									
$1,250 or more	....	2	9	....	....	....	....	....	....
1,200–1,249	....	3	2	....	....	....	....	....	....
1,150–1,199	....	1	1	....	....	....	....	....	....
1,100–1,149	....	3	4	....	....	1	....	....	....
1,050–1,099	....	2	2	....	....	....	....	....	....
1,000–1,049	....	1	7	....	1	1	....	....	....
950– 999	....	2	3	....	....	6	....	....	....
900– 949	....	2	7	....	....	....	....	....	....
850– 899	....	2	2	....	....	....	....	1	....
800– 849	....	7	13	....	2	2	....	2	2
750– 799	....	1	6	....	1	1	....	....	....
700– 749	....	6	8	....	4	7	....	....	1
650– 699	....	1	1	....	....	2	....	1	....
600– 649	1	5	13	....	2	6	2	3	4
550– 599	....	1	13	1	1	4	....	1	2
500– 549	....	3	14	1	7	15	....	5	5
450– 499	....	3	4	....	6	5	....	5	....
400– 449	4	11	32	2	21	59	2	10	19
350– 399	....	2	3	....	4	14	....	2	4
300– 349	....	7	13	4	16	45	1	10	18
250– 299	....	1	1	....	6	7	....	....	4
200– 249	2	10	17	7	36	72	1	19	29
150– 199	....	2	2	....	3	6	....	2	6
100– 149	....	2	7	....	2	11	....	3	13
50– 99	....	....	1	....	....	1	....	2	2
Total number of schedules that include the two classes	7	80	185	15	112	265	6	66	109
Median differential	$419	$533	$545	$306	$328	$339	$425	$335	$301

[1] For population ranges see Table 1, page 69.

	Group I	Group II	Group III
Increments of uniform size	50.0%	46.4%	43.8%
Increments uniform except first or last	25.0	9.8	13.2
Larger increments in early years	0.0	10.7	14.3
Larger increments in later years	18.8	7.2	6.8
Other variations	6.2	25.9	21.9
Total	100.0%	100.0%	100.0%
Number of schedules	16	112	265

The size of the increments is reported in Table 22. The median of the increments most nearly typical of each schedule is $201 for the Group I districts, $130 for Group II, and $110 for Group III. A considerable number of districts in all three population groups report increments of $200 or more.

Trends and Relationships

Tables similar to 20, 21, and 22 were first released as part of the biennial salary survey report in 1948-49.[1] In that year, for the first time, more than 90 percent of the schedules reported were of the preparation or single-salary type. Similar figures published in 1950-51 and in 1952-53 make possible the reporting of certain trends and relationships which are shown in Table 23 and in the following discussion.

One striking fact revealed by Table 23 is that much more than half of the increase in schedules since 1948-49 has occurred in the past two years. Due to the fact that schedule increases are sometimes put into full effect in a series of steps rather than immediately, the schedule increases from 1950-51 to 1952-53 are greater than the increases in median salaries shown in Tables 2, 3, and 4.

[1] National Education Association, Research Division. "Salaries and Salary Schedules of City-School Employees, 1948-49." *Research Bulletin* 27: 43-71; April 1949. p. 66-68.

TABLE 22.—AMOUNT OF INCREMENTS LEADING FROM MINIMUM SALARY TO MAXIMUM SALARY IN SINGLE SALARY SCHEDULES REPORTED BY URBAN SCHOOL DISTRICTS OVER 30,000 IN POPULATION, 1952-53[3]

Increment interval	Group I [1]			Group II [1]			Group III [1]		
	Low [2]	Modal [2]	High [2]	Low [2]	Modal [2]	High [2]	Low [2]	Modal [2]	High [2]
1	2	3	4	5	6	7	8	9	10
$310 or more	....	....	1	....	....	4	....	....	3
300–309	....	....	....	1	2	1	....	2	9
290–299	....	....	....	....	....	1	....	....	....
280–289	....	....	....	....	....	....	....	....	....
270–279	....	1	1	....	....	....	....	....	....
260–269	....	....	....	....	....	1	....	....	....
250–259	....	....	....	....	....	2	1	4	7
240–249	....	....	....	....	....	....	....	....	....
230–239	....	....	....	....	....	....	....	....	....
220–229	....	....	....	....	1	1	2	1	3
210–219	....	....	....	....	....	2	....	....	3
200–209	7	8	8	10	16	25	15	26	54
190–199	....	....	....	1	2	3	....	1	2
180–189	1	1	....	....	1	3	....	1	1
170–179	....	1	1	1	1	1	....	2	4
160–169	....	....	....	3	6	1	3	6	6
150–159	2	3	3	13	19	22	24	52	48
140–149	....	....	1	2	3	2	4	4	5
130–139	1	1	....	3	5	4	4	4	5
120–129	....	....	....	7	10	11	12	24	21
110–119	....	1	1	6	5	4	5	5	7
100–109	3	....	....	35	24	13	118	92	55
90– 99	....	....	....	3	4	2	7	6	5
80– 89	....	....	....	3	2	3	3	4	4
70– 79	1	....	....	2	2	2	9	7	8
60– 69	....	....	....	3	1	....	12	6	2
50– 59	....	....	....	13	8	4	35	16	12
Less than $50	1	....	....	6	....	....	11	2	1
Total number of schedules	16	16	16	112	112	112	265	265	265
Median amount of increment	$170	$201	$203	$107	$130	$155	$105	$110	$152

[1] For population ranges, see Table 1, page 69.

[2] Low, modal, and high increments: In some schedules the annual increments are uniform in size, e. g., 10 annual increments at $200; when this is so, the same amount is tallied in columns 2, 3, and 4. Other schedules provide varying increments, e. g. 2 @ $100 (low); 3 @ $250 (high); 6 @ $175 (modal). Thus the three columns permit the accurate recording of the size of increments.

[3] Based on amount of increments reported for the bachelor's degree, or 4-year level of training.

A disturbing fact is the slight tendency (from 1950-51 to 1952-53) to reduce the relative difference between the maximum and the minimum salaries within a given salary class. This effect may be offset in part by the tendency, not revealed by the tables themselves, to add salary classes for higher levels of preparation. Only 32 percent of the schedules of Group III, for example, included in 1948-49 a salary class for preparation beyond the master's degree. But in 1952-53, the proportion had increased to 40 percent. In Group II the increase was from 40 percent to 56 percent.

A further comparison is possible, in which the six schedule medians for each population group are expressed as a series of index numbers. When the median minimum for teachers with bachelor's degrees is taken as 100.0, the relationships in 1952-53 appear as follows:

	Group I	*Group II*	*Group III*
Median of MINIMUM salaries:			
Bachelor's degree	100.0	100.0	100.0
Master's degree	106.1	105.4	105.7
Highest training (if above master's)	121.0	117.0	113.9
Median of MAXIMUM salaries:			
Bachelor's degree	171.0	164.7	159.7
Master's degree	181.1	175.9	169.4
Highest training (if above master's)	195.2	193.1	188.6

Such figures as those in Table 23 and in the foregoing paragraphs may be of help to local salary committees in evaluating the relationships in their local schedules in comparison with national practice.

TABLE 23.—TRENDS AND RELATIONSHIPS OF MEDIAN MINIMUM AND MEDIAN MAXIMUM SALARIES SCHEDULED FOR CLASSROOM TEACHERS, URBAN SCHOOL DISTRICTS

Item	For classroom teachers with 4 years' preparation or bachelor's degree			For classroom teachers with 5 years' preparation or master's degree			For classroom teachers at the highest level of preparation recognized, if higher than master's degree		
	Group I [1]	Group II [1]	Group III [1]	Group I [1]	Group II [1]	Group III [1]	Group I [1]	Group II [1]	Group III [1]
1	2	3	4	5	6	7	8	9	10
Median of minimums									
1948–49	$2,550	$2,342	$2,350	$2,800	$2,472	$2,515	[2]	$2,817	$2,775
1950–51	2,660	2,471	2,466	2,863	2,656	2,652	$3,083	2,893	2,818
1952–53	3,100	2,900	2,898	3,288	3,058	3,063	3,750	3,392	3,300
Median of maximums									
1948–49	4,450	3,836	3,800	4,650	4,042	4,081	[2]	4,500	4,650
1950–51	4,700	4,158	3,938	4,890	4,439	4,259	5,350	4,988	4,813
1952–53	5,300	4,775	4,628	5,613	5,100	4,908	6,050	5,600	5,467
Percent by which median maximum exceeds median minimum									
1948–49	74.5%	63.8%	61.7%	66.1%	63.5%	62.3%	.....	59.7%	67.6%
1950–51	76.7	68.3	59.7	70.8	67.1	60.6	73.5%	72.4	70.8
1952–53	71.0	64.7	59.7	70.7	66.8	60.2	61.3	65.1	65.7
Percent of increase in median minimum									
1948–49 to 1952–53	21.6%	23.8%	23.3%	17.4%	23.7%	21.8%	.....	20.4%	18.9%
1950–51 to 1952–53	16.5	17.4	17.5	14.8	15.1	15.5	21.6%	17.2	17.1
Percent of increase in median maximum									
1948–49 to 1952–53	19.1%	24.5%	21.8%	20.7%	26.2%	20.3%	.....	24.4%	17.6%
1950–51 to 1952–53	12.8	14.8	17.5	14.8	14.9	15.2	13.1%	12.3	13.6

[1] For population ranges, see Table 1, page 69.
[2] Less than five schedules; no median computed.

VI. Forms and Definitions Used in Collecting Data

To illustrate the method by which the study was made, part of one of the forms used in collecting figures is shown below. The form reproduced was sent to urban districts over 30,000 in population. Other pages of the inquiry provided spaces for reporting the salaries of principals, supervisors, clerks, and other school employees.

Teaching principals were defined as those doing some regular classroom teaching, while supervising principals were those giving full time to administration and supervision. Vice-principals, assistant principals, and deans were to be reported under these classifications only if the persons concerned devoted half time or more to administration or supervision.

The form sent to urban districts under 30,000 in population is similar to the one reproduced below except that the elementary-school teachers category was expanded to include kindergarten teachers, teachers of atypical classes, and teachers rated as assistant principals or viceprincipals in elementary schools. Similarly, the classifications of junior high-school teachers and high-school teachers were expanded to include teachers rated as heads of departments, and assistant principals or viceprincipals in these schools.

FIGURE I.—SAMPLE SECTION FROM QUESTIONNAIRE FORM

PART C. SALARIES PAID TO CLASSROOM TEACHERS AND OTHER SCHOOL EMPLOYEES, 1952-53

Be sure to read again the INSTRUCTIONS at the top of page 2.

Salary Groups All salaries should be in terms of annual salary including any emergency salary adjustments	Give the number of teachers whose salaries fall in each of the salary groups indicated below CLASSROOM TEACHERS (Include teachers of vocational and special subjects, and school librarians)									Give the number of employees whose salaries fall in each of the salary groups indicated below OTHER SCHOOL EMPLOYEES			
	Kindergarten teachers (those teaching a full school day)	Elementary teachers. (Also include assistant principals giving more than half time to classroom teaching.)	Teachers of atypical classes (ungraded rooms, subnormal groups, open-air classes, cardiac classes, etc.)	Junior-high school teachers when maintained as a separate school organization	Teaching junior-high school department heads,deans, and assistant principals (those giving more than half time to classroom teaching)	High-school teachers. (Include teachers in regular four-year high schools, senior high schools, and junior-senior high schools.)	Teaching high-school department heads,deans, and assistant principals (those giving more than half time to classroom teaching)	Junior college teachers when maintained as a separate school organization. (When combined with high school, report under high-school teachers.)	Full-time teachers in part-time or continuation schools and adult education	Full-time school nurses	Full-time attendance officers. (Do not include chief attendance officer reported on line 35 of page 2.)	Full-time stenographers, typists, and clerks in principals' offices	Full-time stenographers, typists, and clerks in offices of administrative and supervisory officers. (Do not include secretaries reported on lines 6 and 7 of page 2.)
1	2	3	4	5	6	7	8	9	10	11	12	13	14
Below $1600													
1600–1699													
1700–1799													
1800–1899													
1900–1999													
2000–2099													
2100–2199													
2200–													
5600–5799													
5800–5999													
6000–6199													
6200–6399													
6400–6599													
6600–7099													
7100–7599													
7600–8099													
8100–8599													
8600–9099													
9100–9599													
9630–10,099													
10 100 and over													
Totals													

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3. *Economic Status of Teachers in 1952-53.* 1952. 26 p. (Offset) 25¢.

4. *Problems and Principles in the Scheduling of Teachers' Salaries.* 1940. 36 p. 25¢. (Committee on Salaries.)

5. *Salary Schedule Workbook.* 1951. 32 p. (Offset) 25¢.

6. *Salary Scheduling.* Discussion Pamphlet No. 8, revised 1949. 24 p. 15¢. (Department of Classroom Teachers and Research Division.)

7. *What To Pay Your Superintendent.* 1952. 19 p. 25¢. (American Association of School Administrators and National School Boards Association.)

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8. *Special Salary Tabulations, 1952-53.* 1953.

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9. *Teachers' Salary Schedules in 132 Urban School Districts over 100,000 in Population, 1952-53.* Educational Research Service Circular No. 4, 1953. (Offset) $1. (Research Division and American Association of School Administrators.)

10. *Teachers' Salary Schedules in 274 Urban School Districts 30,000 to 100,000 in Population, 1952-53.* Educational Research Service Circular No. 3, 1953. 53 p. (Offset) $2. (Research Division and American Association of School Administrators.)

C. Special Studies of Practice

11. *American School Superintendency.* Thirtieth Yearbook, 1952. Chapter 11, "City Superintendent of Schools Today," p. 281-303; Chapter 12, "Rural Superintendent of Schools Today," p. 304-38; Chapter 13, "Leadership at the State Level," p. 339-60. $5. (American Association of School Administrators.)

12. *Equivalents for College Credits Recognized as Meeting Professional-Growth Requirements of Salary Schedules in Cities over 30,000 in Population.* Educational Research Service Circular No. 1, 1950. 35 p. (Offset) 50¢. (Research Division and American Association of School Administrators.)

13. "Principal's Economic Status." *Elementary-School Principalship—Today and Tomorrow.* Twenty-Seventh Yearbook, 1948. Chapter 2, p. 28-41. $3. (Department of Elementary School Principals.)

14. *Salary Schedules for Principals.* Educational Research Service Circular No. 3, 1952. 21 p. (Offset) 50¢. (Research Division and American Association of School Administrators.)

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NOTHING IN THE ECONOMIC PICTURE foretells an early decline from the present high levels of prices and wages. Economists seem to agree that so long as defense spending remains high, business prosperity will continue, and there is no immediate prospect of significant cuts in defense. Further price increases are predicted by many writers, and the pressure for industrial wage and salary increases persists.

The problem that continues to plague the teaching profession is the failure of its members, like other governmental employees, to share fully in the constantly rising level of national income. It is true that in time of depression the employees of governments feel the pinch later and somewhat less severely than the employees of industry. On the other hand, America's history has been one of short depressions and long ground-swells of prosperity. The net effect has been to limit most of the advances in teachers' salaries to hard running that simply keeps the salaries about where they are in the economic scale.

But the running must continue; teachers' salaries *must* be advanced, not only to keep pace with other advances but ultimately to raise those salaries to professional levels. Most lay citizens would agree that teachers' salaries are too low and that they should be high enough to recognize the vast civic responsibilities carried by teachers. Only by continued efforts by the teaching profession and the general public will this goal be reached.—Special Memo, *Economic Status of Teachers in 1952-53*, p. 2, November 1952. NEA Research Division.